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ABSTRACT

The collective bargaining agreement between Rutgers The State University of New Jersey and Rutgers Council of Chapters of the American Association of University Professors (AAUP) covering the perioo July 1, 1983-June 30, 1986 is presented. The agreement covers 3,660 members, including graduate assistants. Items covered in the agreement include: AAUP recognition, academic freedom, nondiscrimination, professional dues deduction, representation fee, designation of AAUP representatives and their privileges, salary provisions, promotional salary adjustments, grievance and arbitration procedures, grievance procedures for faculty and teaching assistants/graduate assistants, reappointment and workload for teaching assistants/graduate assistants, faculty promotion and reappointment, professional duties, infant care leave and disability resulting from pregnancy, leave of absence without pay, personnel files, health and safety, university procedures, conditions of employment, out-of-cycle salary adjustments, and notice of change of promotional criteria and standards. Appendices include: a list of academic titles covered by AAUP agreement; 1983, 1984, and 1985 salary schedules by rank and steps; and a statement of procedures for the Supplemental Salary Adjustment Program. (SW)

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ED257402

AGREEMENT BETWEEN

THE STATE UNIVERSITY OF NEW JERSEY

RUTGERS

and

Rutgers Council of AAUP Chapters

U.S. DEPARTMENT OF EDUCATION
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JULY 1, 1983 - JUNE 30, 1986

AGREEMENT

BETWEEN

RUTGERS THE STATE UNIVERSITY

OF NEW JERSEY

and

RUTGERS COUNCIL

of the

AMERICAN ASSOCIATION OF

UNIVERSITY PROFESSORS

CHAPTERS

July 1, 1983 - June 30, 1986

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AGREEMENT

This Agreement between Rutgers, The State University (hereinafter called the "University") and the Rutgers Faculty, represented by the RUTGERS COUNCIL OF THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS CHAPTERS (hereinafter called the "AAUP") is made and entered into on this 21st day of February, 1984.

I - PURPOSE

The parties recognize and declare that it is their mutual goal to maintain a harmonious relationship in determining conditions of employment. To this end they mutually enter into this agreement intended to state the employment relations between the University and the AAUP.

II - ACADEMIC FREEDOM

The parties hereto recognize the principles of academic freedom as adopted by the University's Board of Governors on January 13, 1967.

III - RECOGNITION

1. The University recognizes AAUP as the sole and exclusive bargaining representative of all Rutgers University faculty members, teaching assistants and graduate assistants as hereinafter defined. Groups of employees may be added or deleted by mutual consent of the parties.

2. The terms "faculty member" and "faculty members" shall include all of the following academic personnel currently employed or to be employed by Rutgers to discharge at least one-half (50%) of a full-time academic job assignment:

(a) All faculty members with the rank of professor, associate professor, assistant professor, instructor, assistant instructor, lecturer, research associate and adjunct faculty who are engaged in instruction, research, or other academic service; and

(b) Members of the research, library, general extension, and cooperative extension staffs and those others, who, by virtue of University regulations hold equivalent rank (see Appendix A) to the faculty categories enumerated in (a) above.

(c) Faculty members who are engaged in instruction and/or research for fifty percent or more of their time during the academic year and who hold the title of associate dean, assistant dean, assistant to dean or academic director.

3. The terms "graduate assistant" and "graduate assistants" and "teaching assistant" and "teaching assistants" shall include all University personnel holding the titles of graduate assistant and teaching assistant.

4. Excluded are all officers of administration including deans, associate deans, assistant deans, assistants to deans, academic directors who are not engaged in instruction or research for fifty percent or more of their time during the academic year, visiting professors, honorary professors, fellows, all members of the coadjutant staff, all those persons who administer or help to administer a major academic unit or program of the University, and all other employees of the University.

5. Teaching assistants and graduate assistants shall be covered by this Agreement except to the extent specifically provided for herein.

IV - NONDISCRIMINATION

In the application of provisions of this Agreement or University regulations and policies affecting terms and conditions of employment, there shall be no discrimination by the University or the AAUP against any member of the bargaining unit because of race, creed, color, sex, religion, nationality, marital status, age, handicap, status as a Vietnam-era or disabled veteran, sexual orientation, membership or non-membership in or activity on behalf of or in opposition to the AAUP.

Grievances in respect to this provision applicable to Article IX shall be heard as Category Two grievances.

V - DEDUCTION OF PROFESSIONAL DUES

The University agrees to deduct on a pro-rata basis from each bi-weekly pay check the annual AAUP professional dues of each member of the bargaining unit as defined herein, who furnishes a voluntary written authorization for such deduction, on a form acceptable to the University. Each member of the bargaining unit may cancel such written authorization by giving written notice of such cancellation to the University and AAUP only between December 14 and December 31 of any year to be effective January 1 of the ensuing year. The amount of AAUP professional dues shall be such amount as may be certified to the University by AAUP at least thirty (30) days prior to the date on which deduction of AAUP professional dues is to be made. The University shall remit to the AAUP all professional dues deducted pursuant hereto every two weeks together with a list of names of members of the bargaining unit from whose pay such deductions were made.

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VI - REPRESENTATION FEE

1. **Representation Fee Deduction**

The parties agree that as of the effective date of this Agreement all employees in the bargaining unit who are not, and do not become, members of the Rutgers Council of AAUP Chapters, shall have deducted from their salaries and forwarded to the Rutgers Council of AAUP Chapters a representation fee in a manner and in an amount as provided below, provided that more than 50% of the faculty members of the bargaining unit are members of the Rutgers Council of AAUP Chapters. Thereafter, as of the second payroll date in July of each year of this Agreement, or any extension thereof, if more than 50% of the faculty members of the bargaining unit who receive paychecks on that date are members of the Rutgers Council of AAUP Chapters, then, for the twelve month period, commencing as of the first payroll date in September of the same year of this Agreement, representation fees shall be deducted from the salaries of members of the bargaining unit who are not members of the Rutgers Council of AAUP Chapters. Notwithstanding the above, in the last year of this Agreement representation fees shall be deducted for the approximate ten month period commencing as of the first payroll date in September and ending as of the last payroll date in June of the last year of this Agreement from the salaries of members of the bargaining unit who are not members of the Rutgers Council of AAUP Chapters. If on the second payroll date in July of any year of this Agreement, or any extension thereof, less than or equal to 50% of the faculty members of the bargaining unit are members of the Rutgers Council of AAUP Chapters, then, for the twelve month period commencing as of the first payroll date in September of the same year of the Agreement, no representation fees shall be deducted from the salary of any member of the bargaining unit.

Deduction of representation fees in accordance with the provisions of this Article shall continue during any extension of this Agreement. Each party reserves its rights concerning continuation and/or discontinuation of deduction of representation fees at the expiration of this Agreement, any extension of this Agreement, or during the interim period between Agreements.

2. **Representation Fee Amount**

At least thirty (30) days before the effective date of the representation fee, or any subsequent modification thereof, the AAUP shall notify the University of the representation fee sum to be deducted from non members' salaries. Any change in the representation fee shall be made upon written notification to the University.

3. The representation fee shall be deducted from non members' salaries in biweekly installments only in accordance with Section 1. above and as provided herein. Representation fee deductions from the salaries of all non member employees shall commence on or after but in no case

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sooner than the thirtieth (30th) day following the beginning of an employee's employment in a bargaining unit position or the tenth (10th) day following reentry into the bargaining unit for employees who previously served in bargaining-unit positions and who continued in the employ of the University in a non-bargaining-unit position. For the purpose of this Article, academic year employees shall be considered to be in continuous employment.

If, during the course of the year, the non member becomes an AAUP member, the University shall cease deducting the representation fee and commence deducting the AAUP dues after written notification by AAUP of the change in status. Conversely, if, during the course of the year, the AAUP member directs the University to cease AAUP dues deductions in a manner appropriate under the terms of the dues checkoff agreement, the University shall commence deduction of the representation fee after written notification by the AAUP of the change in status. After deduction, representation fees shall be transmitted to the AAUP in the same manner and in the same time as AAUP dues.

4. Notice to Bargaining Unit Members

In November of each year of this Agreement, the AAUP shall provide to each member of its bargaining unit a letter concerning the provisions of Article V and Article VI of this Agreement. Such letter shall include the following statement:

> "The obligation for paying representation fees to the AAUP is determined by the percentage of faculty who are dues-paying members of the AAUP. If more than 50% of the faculty are dues-paying members of the AAUP, then all faculty and Teaching and Graduate Assistants in the bargaining unit who are not dues-paying members must pay representation fees. An individual may become a dues-paying member of the AAUP at any time during the year, but they may withdraw from membership only between December 14 and December 31 of any year."

5. Indemnification

The AAUP shall indemnify and save harmless the University against any and all claims, demands, suits, judgments, settlements, or any other forms of liability including reasonable counsel fees and other costs of defense, that shall arise out of or by reason of action taken or not taken by the University for the purpose of complying with any of the provisions of this Article, including but not limited to, any actions in connection with defending the legality of this indemnification provision.

a. The liability of the AAUP to indemnify the University for costs of defense shall not exceed in any year of this Agreement the following percentages of the total amount received as representation fees by the AAUP during said year: 6% for the period from July 1, 1983 through June 30, 1984; 12% for the

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period from July 1, 1984 through June 30, 1985; 20% for the period from July 1, 1985 through June 30, 1986. This limitation of liability shall not apply to any orders, judgments, or settlements which require restitution of funds forwarded to the AAUP.

b. Neither the University nor the AAUP will challenge the legality of indemnification provisions of this Article. In the event this indemnification of the University by the AAUP is challenged in any forum by any person or entity, the University and the AAUP agree to defend the legality of the indemnification provision. In the event that this indemnification provision is deemed to be illegal or against public policy by any court or administrative agency or competent jurisdiction, then effective the date on which the AAUP no longer remits payments to the University as provided hereinabove, the AAUP agrees it will reduce by the following percentages the representation fee in effect at that time: 6% during the period from July 1, 1983 through June 30, 1984; 12% during the period from July 1, 1984 through June 30, 1985; 20% during the period from July 1, 1985 through June 30, 1986.

c. The University shall retain its right to determine its course of conduct, including but not limited to, the right to select counsel and determine strategy, in any action arising out of or by reason of the provisions of this Article.

d. The University shall not challenge the legality of the representation fees provided for in this Article in any forum.

e. A detailed statement of services rendered in connection with with counsel fees referred to hereinabove shall be provided to the AAUP on a quarterly basis. The AAUP shall remit payment to the University within thirty (30) days after receipt of each such statement.

f. The indemnification provisions of this Article shall continue during any extension of this Agreement or during any period in which the AAUP is collecting representation fees in accordance with this Article.

VII - DESIGNATION OF AAUP REPRESENTATIVES AND THEIR PRIVILEGES

1. The University and AAUP agree to recognize the designated representatives of each for the purposes of collective negotiations, such designation to be made in writing by each party to the other. This designation shall not preclude others, in reasonable numbers, from attending collective negotiations at the invitation of either party for the purpose of providing factual knowledge or expertise with respect to a particular subject for collective negotiations.

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2. The University agrees that up to five faculty members designated by the AAUP may devote a portion of their professional time to official AAUP business. The AAUP will provide the resources to permit the release of certain AAUP designees from a portion of their professional duties and such designees shall be released only from those professional duties for which up to the cost of one Teaching Assistant will provide adequate replacement funds.

The AAUP shall in writing notify the Vice President for University Personnel of those individuals who the AAUP wishes to designate for such release time as provided above. Such notice shall specify the duties from which the faculty member requests release and shall be provided in a timely manner which permits the University to determine whether the release is consonant with the needs of the academic program and, if so, to make adequate provision for covering those professional duties from which the faculty member requests release. Such requests for release may not be unreasonably denied, and a written statement for the reasons for denial shall be given to the AAUP upon request within 10 working days of that request.

The University shall provide to the AAUP a detailed statement specifying the replacement charges for which the AAUP is billed.

The AAUP shall each year in writing inform the Vice President for University Personnel of the identity and terms of office of the AAUP officers and the nature of their responsibilities. In addition, the Vice President for University Personnel shall in writing inform appropriate deans and other academic officers serving as superiors to the duly elected officers of the AAUP of the identity of these officers and the nature of their responsibilities.

3. Representatives of AAUP shall be permitted to transact official business on University property at all reasonable times, provided that this shall not interfere with or interrupt normal University operations.

4. AAUP and its representatives shall have the right to use University buildings at all reasonable hours for meetings provided they follow regular University procedures.

5. AAUP shall have the right to make reasonable use of the University facilities and equipment, including duplicating, computing and office equipment, and available audiovisual equipment, all in accordance with University procedures. AAUP shall pay reasonable costs for the use of facilities and equipment.

6. AAUP shall have the right to post bulletins and notices to the employees it represents, relevant to official AAUP business, without seeking permission or approval.

7. A packet of materials prepared by AAUP and provided to the administration in sufficient numbers shall be sent to each new bargaining unit member of the University as part of the total package sent by the University prior to employment.

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VIII - SALARY PROVISIONS

Subject to the appropriation of and allocation to the University by the State of adequate funding for the specific purposes identified for the full period covered by this Agreement, the following economic provisions shall apply:

FACULTY SALARY PROVISIONS

I. Fiscal Year 1983-84

Subject to the maximum allowable salary for each range as indicated in Appendix B:

A. Effective January 1, 1984, there shall be a 3% increase across-the-board based on the June 30, 1983 salary schedule for all current members of the faculty who were members of the faculty on June 30, 1983.

B. In addition, all eligible current members of the faculty who were members of the faculty on June 30, 1983 shall, on the appropriate 1983-84 anniversary date, receive an increment, subject to the maximum step on the appropriate range of the salary schedule in Appendix B,* as specified hereafter:

1. Assistant Instructors, Instructors and Assistant Professors will receive 4 steps;

2. Associate Professors will receive 3 steps; and,

3. Professors I and II will receive 2 steps.

II. Fiscal Year 1984-85

Subject to the maximum allowable salary for each range as indicated in Appendix C:

A. For all persons who are members of the faculty on June 30, 1984 and whose employment as faculty members continues beyond that date, there shall be, effective July 1, 1984, a 3% increase across-the-board based on the June 30, 1984 salary schedule, and an additional 3% increase across-the-board, effective January 1, 1985, based on the June 30, 1984 salary schedule.

B. In addition, all eligible persons who are members of the faculty on June 30, 1984 and whose employment as faculty members continues beyond that date shall, on the appropriate 1984-85 anniversary date, receive an increment subject to the maximum step on the

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*A step 37, equal in size to the other steps of the range, is added to each range of the salary table below the rank of Professor II.

appropriate range of the salary schedule in Appendix C,* as specified hereafter:

1. Assistant Instructors, Instructors and Assistant Professors will receive 4 steps; and

2. Associate Professors, Professors I and II will receive 2 steps.

III. Fiscal Year 1985-86

Subject to the maximum allowable salary for each range as indicated in Appendix D:**

A. For all persons who are members of the faculty on June 30, 1985 and whose employment as faculty members continues beyond that date, there shall be, effective July 1, 1985, a 3% increase across-the-board based on the June 30, 1985 salary schedule, and an additional 3% increase across-the-board, effective January 1, 1986, based on the June 30, 1984 salary schedule.

B. In addition, all eligible persons who are members of the faculty on June 30, 1985 and whose employment as faculty members continues beyond that date and who are not, on June 30, 1985, at the maximum salary for their range shall, on the appropriate 1985-86 anniversary date, receive an increment on the appropriate range of the salary schedule in Appendix D, as specified hereafter:

1. Assistant Instructors, Instructors and Assistant Professors will receive 4 steps; and

2. Associate Professors, Professors I and II will receive 2 steps.

IV. Faculty Promotional Salary Adjustments

A. Promotion to Instructor, Assistant Professor

1. For promotions effective July 1, 1983:

a. The faculty member will receive an increase equal to the dollar value of the increment appropriate to his/her 1982-83 rank, range, and salary, as provided in I.B. above, regardless of his/her step.

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*A step 38, equal in size to the other steps of the range, is added to each range of the salary table below the rank of Professor II.

**The salary table in Appendix D includes an additional increase to every step of the table in the amount of$230 for each academic year salary and $264 for each calendar year salary.

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b. The faculty member will then receive a promotional increment equal to 10% of the minimum salary on the appropriate range on the salary schedule effective July 1, 1983 for his/her 1982-83 rank.

c. The faculty member will then be placed at the appropriate dollar amount, as derived from a. and b. above, on the salary schedule effective July 1, 1983 for his/her new rank at the lowest range that will permit his/her placement at a point not higher than step 16 of a range. If the required dollar amount has not been reached by step 16 of the highest range for the rank, then the faculty member will be placed on that range at the appropriate dollar amount between step 16 and the maximum.

2. For promotions effective July 1, 1984:

a. The faculty member will receive the salary increase effective July 1, 1984 appropriate to his/her 1983-84 rank, range, and salary as provided in II.A. above.

b. The faculty member will then receive an increase equal to the dollar value of the increment appropriate to his/her 1983-84 rank, range, and salary, as provided in II.B. above, regardless of his/her step.

c. The faculty member will then receive a promotional increment equal to 10% of the minimum salary on the appropriate range on the salary schedule effective July 1, 1984 for his/her 1983-84 rank.

d. The faculty member will then be placed at the appropriate dollar amount, as derived from a., b. and c. above, on the salary schedule effective July 1, 1984 for his/her new rank at the lowest range that will permit his/her placement at a point not higher than step 16 of a range. If the required dollar amount has not been reached by step 16 of the highest range for the rank,then the faculty member will be placed on that range at the appropriate dollar amount between step 16 and the maximum.

3. For promotions effective July 1, 1985:

a. The faculty member will receive the salary increase effective July 1, 1985 appropriate to his/her 1984-85 rank, range, and salary as provided in III.A. above.

b. The faculty member will then receive an increase equal to the dollar value of the increment appropriate to his/her 1984-85 rank, range, and salary, as provided in III.B. above, regardless of his/her step.

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c. The faculty member will then receive a promotional increment equal to 10% of the minimum salary on the appropriate range on the salary schedule effective July 1, 1985 for his/her 1984-85 rank.

d. The faculty member will then be placed at the appropriate dollar amount, as derived from a., b. and c. above, on the salary schedule effective July 1, 1985 for his/her new rank at the lowest range that will permit his/her placement at a point not higher than step 16 of a range. If the required dollar amount has not been reached by step 16 of the highest range for the rank, then the faculty member will be placed on that range at the appropriate dollar amount between step 16 and the maximum.

B. Promotion to Associate Professor and Professor I

1. For promotions effective July 1, 1983:

a. The faculty member will receive an increase equal to the dollar value of the increment appropriate to his/her 1982-83 rank, range, and salary, as provided in I.B. above, regardless of his/her step.

b. The faculty member will then receive a promotional increment equal to 10% of the minimum salary on the appropriate range on the salary schedule effective July 1, 1983 for his/her 1982-83 rank.

c. The faculty member will then be placed at the appropriate dollar amount, as derived from a. and b. above, on the salary schedule effective July 1, 1983 for his/her new rank at the lowest range that will permit his/her placement.

1) not higher than step 3 of a range if his/her 1982-83 step was 8 or below;
2) not higher than step 6 of a range if his/her 1982-83 step was 9 through 13;
3) not higher than step 11 of a range if his/her 1982-83 step was 14 through 18;
4) not higher than step 16 of a range if his/her 1982-83 step was 19 or above.

If the required dollar amount has not been reached by the appropriate step, as provided above, on the highest range for the rank, then the faculty member will be placed on that range at the appropriate dollar amount between the appropriate step, as provided above, and the maximum.

2. For promotions effective July 1, 1984:

a. The faculty member will receive his salary increase effective July 1, 1984 appropriate to his/her 1983-84 rank, range, and salary as provided in II.A. above.

b. The faculty member will then receive an increase equal to the dollar value of the increment appropriate to his/her 1983-84 rank, range, and salary as provided in II.B. above, regardless of his/her step.

c. The faculty member will then receive a promotional increment equal to 10% of the minimum salary on the appropriate range on the salary schedule effective July 1, 1984 for his/her 1983-84 rank.

d. The faculty member will then be placed at the appropriate dollar amount, as derived from a., b. and c. above, on the salary schedule effective July 1, 1984 for his/her new rank at the lowest range that will permit his/her placement.

1) not higher than step 3 of a range if his/her 1983-84 step was 8 or below;
2) not higher than step 6 of a range if his/her 1983-84 step was 9 through 13;
3) not higher than step 11 of a range if his/her 1983-84 step was 14 through 18;
4) not higher than step 16 of a range if his/her 1983-84 step was 19 or above.

If the required dollar amount has not been reached by the appropriate step, as provided above, on the highest range for the rank, then the faculty member will be placed on that range at the appropriate dollar amount between the appropriate step, as provided above, and the maximum.

3. For promotions effective July 1, 1985:

a. The faculty member will receive the salary increase effective July 1, 1985 appropriate to his/her 1984-85 rank, range, and salary as provided in III.A. above.

b. The faculty member will then receive an increase equal to the dollar value of the increment appropriate to his/her 1984-85 rank, range, and salary, as provided in III.B. above, regardless of his/her step.

c. The faculty member will then receive a promotional increment equal to 10% of the minimum salary on the appropriate range on the salary schedule effective July 1, 1985 for his/her 1984-85 rank.

d. The faculty member will then be placed at the appropriate dollar amount, as derived from a., b. and c. above, on the salary schedule effective July 1, 1985 for his/her new rank at the lowest range that will permit his/her placement.

1) not higher than step 3 of a range if his/her 1984-85 step was 8 or below;
2) not higher than step 6 of a range if his/her 1984-85 step was 9 through 13;
3) not higher than step 11 of a range if his/her 1984-85 step was 14 through 18;
4) not higher than step 16 of a range if his/her 1984-85 step was 19 or above.

C. Promotion to Professor II

1. For promotions effective July 1, 1983:

a. The faculty member will receive an increase equal to the dollar value of the increment appropriate to his/her 1982-83 rank, range, and salary, as provided in I.B. above, regardless of his/her step.

b. The faculty member will then receive a promotional increment equal to 5% of the minimum salary on the appropriate range on the salary schedule effective July 1, 1983 for his/her 1982-83 rank.

c. The faculty member will then be placed at the appropriate dollar amount, as derived from a. and b. above, on the salary schedule effective July 1, 1983 for his/her new rank.

2. For promotions effective July 1, 1984:

a. The faculty member will receive the salary increase effective July 1, 1984 appropriate to his/her 1983-84 rank, range, and salary as provided in II.A. above.

b. The faculty member will receive an increase equal to the dollar value of the increment appropriate to his/her 1983-84 rank, range, and salary, as provided in II.B. above, regardless of his/her step.

c. The faculty member will then receive a promotional increment equal to 5% of the minimum salary on the appropriate range on the salary schedule effective July 1, 1984 for his/her 1983-84 rank.

d. The faculty member will then be placed at the appropriate dollar amount, as derived from a., b. and c. above, on the salary schedule effective July 1, 1984 for his/her new rank.

3. For promotions effective July 1, 1985:

a. The faculty member will receive the salary increase effective July 1, 1985 appropriate to his/her 1984-85 rank, range, and salary as provided in III.A. above.

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b. The faculty member will receive an increase equal to the dollar value of the increment appropriate to his/her 1984-85 rank, range, and salary, as provided in III.B. above, regardless of his/her step.

c. The faculty member will then receive a promotional increment equal to 5% of the minimum salary on the appropriate range on the salary schedule effective July 1, 1985 for his/her 1984-85 rank.

d. The faculty member will then be placed at the appropriate dollar amount, as derived from a., b. and c. above, on the salary schedule effective July 1, 1985 for his/her new rank.

V. Supplemental Salary Adjustments

During the term of this Agreement additional salary adjustments shall be made according to a program to be established and administered by the University, as specified in the Memorandum of Agreement concerning Faculty Supplemental Salary Adjustment Program dated January 23, 1984. Supplemental salary adjustments will total $500,000 in each year of the three years of this Agreement, 1983-84, 1984-85, and 1985-86. The recipients of these awards shall be notified prior to June 30 of each year of the Agreement.

Faculty members at the top range and step of their respective ranks may receive a supplemental salary adjustment pursuant to this program. Steps shall be added to the top range of each rank only for this purpose subject to the restriction that no more than 15 steps may be added at the ranks of Associate Professor, Assistant Professor, and Instructor and no more than 12 steps may be added at the rank of Professor I. The only provisions of Article VIII applicable to individuals on these steps are Sections I.A., II.A., III.A., IV. and V.

Professors II who receive a supplemental salary adjustment pursuant to this program that has the effect of increasing their salaries above the maximum for the rank shall be placed on the salary range for special professorial titles. The only provisions of Article VIII applicable to individuals on the salary range for special professorial titles are Sections I.A, II.A., III.A. and V.

VI. Special Professorial Titles

Members of the faculty with special professorial titles (Named Professors, University Professors, incumbents of Endowed Chairs) can be placed, at the discretion of the University, on the salary range for special professorial titles. In addition, Professors II who receive a salary adjustment in accordance with the provisions of Article VIII, Section V or Article XXIII that has the effect of increasing their salaries above the maximum for the rank shall be placed on the salary range for special professorial titles.

The only provisions of Article VIII applicable to individuals on the salary range for special professorial titles are Sections I.A., II.A., III.A. and V.

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VII. Special Negotiations

At the request of the University at any time during the period of this Agreement, the AAUP and the University shall negotiate special maximum salaries applicable to specific disciplines and ranks for a specified period. Placement of a faculty member at a salary above that specified as the maximum for the rank in Appendixes B, C, and D of this Agreement shall be only at the discretion of the University and shall be available only for the specific discipline and rank as specially negotiated. Such placement for continuing faculty shall be available only as specifically negotiated for each faculty member.

Steps shall be added to the top range of the affected rank up to the specially negotiated maximum. The provisions of Article VIII, Sections I.A., II.A., III.A., IV. and V., shall be applicable to individuals placed at a salary above that specified as the maximum for the rank in Appendixes B, C, and D subject only to the specially negotiated maximum.

TEACHING AND GRADUATE ASSISTANTS - SALARY PROVISIONS

I. Fiscal Year 1983-84

A. Effective July 1, 1983, the following Teaching and Graduate Assistant salary schedule will be in effect:

	AY	CY
Teaching Assistant I	6086	7000
Graduate Assistant I	6086	7000
Teaching Assistant II	6236	7171
Graduate Assistant II	6236	7171
Teaching Assistant III	6386	7344
Graduate Assistant III	6386	7344

Effective January 1, 1984, the following Teaching and Graduate Assistant salary schedule will be in effect:

	AY	CY
Teaching Assistant I	6475	7446
Graduate Assistant I	6475	7446
Teaching Assistant II	6625	7619
Graduate Assistant II	6625	7619
Teaching Assistant III	6775	7791
Graduate Assistant III	6775	7791

B. In addition, all individuals who held appointments as teaching or graduate assistants during the 1982-83 fiscal year:

1. at step I and who have received an appointment as a teaching or graduate assistant during the 1983-84 fiscal

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year shall be placed on step II on the above 1983-84 schedules.

2. at step II and who have received an appointment as a teaching or graduate assistant during the 1983-84 fiscal year shall be placed on step III on the above 1983-84 schedules.

C. Provision B. above shall also apply to all persons who are not currently Teaching or Graduate Assistants but who meet all of the following conditions:

1. He/she was a Teaching or Graduate Assistant I or II on June 30, 1983;

2. He/she held a Teaching or Graduate Assistant appointment for the Fall 1983 academic term and continued his/her employment as a Teaching or Graduate Assistant at least until December 31, 1983;

3. He/she is currently employed by the University or is currently a matriculated graduate student at the University;

4. His/her Fall 1983 Teaching or Graduate Assistant appointment was not grant-funded. This condition does not apply to individuals who are currently members of the bargaining unit as provided in Article III of this Agreement and who meet all the other above-specified conditions.

II. Fiscal Year 1984-85

A. Effective July 1, 1984, the following Teaching and Graduate Assistant salary schedule will be in effect:

	AY	CY
Teaching Assistant I	6850	7878
Graduate Assistant I	6850	7878
Teaching Assistant II	6950	7993
Graduate Assistant II	6950	7993
Teaching Assistant III	7050	8108
Graduate Assistant III	7050	8108

B. In addition, all individuals who held appointments as teaching or graduate assistants during the 1983-84 fiscal year:

1. at step I and who receive an appointment as a teaching or graduate assistant during the 1984-85 fiscal year shall be placed on step II on the above 1984-85 schedule.

2. at step II and who receive an appointment as a teaching or graduate assistant during the 1984-85 fiscal year shall be placed on step III on the above 1984-85 schedule.

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III. Fiscal Year 1985-86

A. Effective July 1, 1985, the following Teaching and Graduate Assistant salary schedule will be in effect:

	AY	CY
Teaching Assistant I	7360	8464
Graduate Assistant I	7360	8464
Teaching Assistant II	7460	8579
Graduate Assistant II	7460	8579
Teaching Assistant III	7560	8694
Graduate Assistant III	7560	8694

B. In addition, all individuals who held appointments as teaching or graduate assistants during the 1984-85 fiscal year:

1. at step I and who receive an appointment as a teaching or graduate assistant during the 1985-86 fiscal year shall be placed on step II on the above 1985-86 schedule.

2. at step II and who receive an appointment as a teaching or graduate assistant during the 1985-86 fiscal year shall be placed on step III on the above 1985-86 schedule.

Article IX - Grievance Procedure

A. Grievances under this Procedure.

1. A grievance under this Article IX is defined as:

Category One:

An allegation that, with respect only to those provisions of this Agreement which affect terms and conditions of employment as that concept has been defined by law, there has been a violation of such a provision or provisions of this Agreement which has affected the terms and conditions of employment of a member or members of the bargaining unit.

or

Category Two:

An allegation that, with respect only to those University policies, agreements, administrative decisions or Regulations which affect terms

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and conditions of employment as that concept has been defined by law, there has been a misrepresentation, misapplication or violation of such a University policy, agreement, administrative decision or Regulation which has affected the terms and conditions of employment of a member or members of the bargaining unit.

2. Excluded from this grievance procedure are:

   a. All matters defined grievable under the terms of other grievance procedures between the University and the AAUP;

   b. An allegation regarding the evaluation of a grievant for reappointment, promotion and/or tenure, as provided in Article X of this Agreement;

   c. An allegation regarding a violation of the University Regulations or this Agreement or established policy or practice regarding reappointment of Teaching Assistants/Graduate Assistants, as provided in Article XI of this Agreement.

3. A grievance under this Article may be filed by a bargaining unit member or members, if more than one member has been affected, or by the AAUP. A grievance filed by a member or members of the bargaining unit may only be filed with the AAUP and will be promptly transmitted to the Vice President for University Personnel by the AAUP.

4. Any matter which is mandated by law to be a subject of a grievance procedure of the Agreement and which has not been provided for herein shall be deemed a Category Two grievance.

B. Requirements for Filing.

1. A grievance must be filed in writing within six months of the date on which the grievant should reasonably have known of its occurrence, or within 30 working days if the grievant is requesting an accelerated schedule. The written statement of the grievance shall specify whether the grievance is a Category One or a Category Two grievance or both; shall contain a statement of the facts surrounding the grievance; shall specify the provision or provisions of the Agreement, Regulations, policies, agreements or administrative decisions which allegedly have been violated, misapplied or misinterpreted; and shall specify the relief sought. In addition, where the substance of the grievance concerns a dispute between bargaining unit members, the grievance filing shall show evidence of an effort to resolve the matter with the appropriate dean. Such efforts at informal resolution of grievances shall not affect the timeliness requirements of this procedure.

2. Grievances submitted from New Brunswick shall be delivered to the New Brunswick office of the AAUP, in which case the delivery date will establish the timeliness of the filing. Grievances submitted from the Camden and Newark Campuses as well as other locations outside New Brunswick shall be sent by United States mail to the New Brunswick office of the AAUP, in which case the postmark date will establish the timeliness of filing.

3. Relevant information, material, and documents concerning a grievance shall be provided, if available, by either party upon written request of the other party within 15 working days.

C. STEP ONE

1. Within 45 working days of the receipt of the grievance by the Vice President for University Personnel, or within 15 working days if the parties agree that the problem requires an accelerated schedule, the Vice President for University Personnel or his/her designee shall render a written response.

2. The Vice President for University Personnel or his/her designee, simultaneously with submitting his or her written response to the grievant, shall also submit a copy of the response to the AAUP.

3. The Vice President for University Personnel or his/her designee(s) may conduct such investigation as he or she may require in order to render a written response, including meeting(s) with the grievant and other individuals who are determined by the Vice President for University Personnel or the AAUP to be concerned in or to have knowledge of the matter.

4. The grievant will have the opportunity to meet with the Vice President or his or her designee if the grievant requests such a meeting within 10 working days of the filing of the grievance. The meeting shall be scheduled within 10 working days of the request.

5. In instances when the parties agree that the problem requires an accelerated schedule, if a meeting is requested at the time the grievance is filed, it shall be scheduled within five working days of the receipt of the grievance.

6. Where the grievant alleges that the grievance concerns an immediate health or safety problem the grievance shall be heard on an accelerated schedule.

7. The grievant may be assisted by up to two representatives approved by the AAUP. The University shall have the right to assume that any representative who appears with the grievant is approved by the AAUP. The grievant's representatives shall be members of the bargaining unit and/or AAUP staff. Although the University may request members of the bargaining unit to participate in the investigation of, and meetings about, a grievance, a member of the bargaining unit may not be a designee of the Vice President for University Personnel or a formally designated representative of the University.

D. STEP TWO - ARBITRATION

1. If the AAUP is not satisfied with the disposition of the grievance at Step One, the AAUP--upon written notification to the Vice President for University Personnel and written request to the State Mediation Service for a list of arbitrators within 30 working days of receipt of the Step One decision or within 15 working days if the grievance has been heard

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on an accelerated schedule at Step One--may appeal the grievance to arbitration. If the AAUP determines that either it or an individual bargaining unit member(s) cannot arrive at a decision on whether to proceed to Step Two within the 30 working days provided herein, it will so notify the Vice President for University Personnel during this period. This notice will extend the period for invoking Step Two for a period of 30 additional working days. Additional extensions may be agreed to by the parties, and if such an agreement is made it shall be set forth in writing. No extensions beyond the original 15 working days provided for filing of an appeal to Step Two shall be available in instances when the grievance has been heard on an accelerated schedule at Step One except by written mutual agreement of the parties. If no decision is rendered within the time limits specified in C.1. above, the AAUP may appeal the grievance to Step Two within six months of the last day on which the Step One decision would have been timely rendered.

2. Where a grievance concerning a health or safety problem has been heard on an accelerated schedule at Step One and has been timely appealed to Step Two, the AAUP and the University will each make an effort to obtain a prompt hearing of the grievance at Step Two.

3. The arbitrator shall conduct a hearing and:

   a. Binding Arbitration

      In the case of Category One grievances, render a decision which shall be final and binding on the AAUP, the grievant(s) and the University;

      or

   b. Advisory Arbitration

      In the case of Category Two grievances, render a recommendation to the Office of the President. The President's decision will be final and binding for all internal University purposes. Such decision will be rendered within 15 working days of receipt of the arbitrator's report. If the President modifies or rejects the recommendations of the arbitrator, he/she will set forth the reasons for such modification or rejection.

4. The arbitrator's decision or recommendation shall be rendered in accordance with law. The arbitrator shall not have the authority to amend, alter, or in any way change a University policy, Regulation, established practice or provision of this Agreement.

5. Any party may request a stenographic record. If such transcript is agreed upon by the parties, or in appropriate cases determined by the neutral arbitrator, to be the official record of the proceeding, it must be made available to the arbitrator, and to the other party for inspection, at a time and place determined by the arbitrator. The total cost of such a record shall be shared equally by those parties that order copies. Either party may tape the arbitration proceeding, but the tape shall not constitute the official record. The tape may be

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used only for the purpose of preparing the case and may not be used for any other purpose or in any other forum.

6. The arbitrator shall be selected from the lists of arbitrators supplied through the New Jersey State Mediation Service under the rules of that agency.

7. The costs and expenses incurred by each party shall be paid by the party incurring the costs, except that the fees of the neutral arbitrator and the fee, if any, of the administering agency shall be borne equally by the University and the AAUP.

E. Miscellaneous

1. "Working Days" are all days on which the administrative offices of the University are open for business as specified in the administrative calendar. "Months" are calendar months, and they are unaffected by any of the University's working calendars.

2. The time limits in this Article may be extended at any time by written agreement of the parties to this Agreement. Upon advance written notice to the AAUP and the University, a grievant who is on an academic year appointment may request that some or all of the period between Commencement and September 1 be excluded from the time limits in this procedure. Such requests shall not be made unreasonably and shall include the reasons for the request.

A contention by the AAUP that a University decision that a grievance is not timely filed is in error shall be expeditiously submitted to binding arbitration unless the parties to this Agreement mutually agree otherwise. Until the timeliness matter is resolved, the grievance filed shall remain in abeyance.

3. In order to assist AAUP in its determination as to whether or not the grievance should be pursued beyond Step One, the Vice President for University Personnel or his or her designee, upon request of AAUP, shall make available to the AAUP a copy of the written policy, Regulation, agreement or administrative decision affecting terms and conditions of employment as defined by law, cited in his or her written response as a basis of the answer to the grievance.

4. Whether or not pursued, this procedure shall constitute the sole and exclusive right and remedy of bargaining unit members and the AAUP for any and all claims cognizable under this procedure. A written response at Step One which is not appealed to Step Two, by written notification to the Vice President for University Personnel in accordance with Section D.1. above shall be considered a binding and final settlement of the grievance. If there is no written response at Step One and the AAUP does not timely appeal to Step Two the grievance shall be considered as having been withdrawn.

5. Exception as to Category Two Grievances. If the AAUP does not timely invoke Step Two in accordance with Section D.1. above, and the AAUP and/or the grievant(s) commence a Court proceeding pertaining to the

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grievance within 45 working days of the last date upon which the AAUP could have timely invoked Step Two, the defenses of exhaustion of remedies or exclusivity of the grievance procedure will not be available to the University in such Court proceeding. Nothing contained herein shall be construed or implied as a recognition by the University that the AAUP and/or grievant has any enforceable right against the University with respect to any misinterpretation, misapplication or violation of University policy, agreement, administrative decision or Regulation.

6. The exclusivity of remedies and exhaustion of procedures provided for in this Article are not intended nor shall they apply to rights of individual bargaining unit members that arise from sources independent of this Agreement, University policies, agreements, administrative decisions or regulations.

X - FACULTY PERSONNEL GRIEVANCE PROCEDURE

I. Definitions of a Grievance and Grievant

A. A grievance under Article X is an allegation that, in an evaluation which resulted in failure to award reappointment, promotion and/or tenure, there occurred a material procedural violation of 1) the Academic Reappointment/Promotion Instructions and/or their appendices applicable in the year in which the grievant was evaluated, and/or 2) this Agreement, and/or 3) a University Regulation or an established practice of the University related to reappointment or promotion. An established practice within the meaning of this Article is one which is not inconsistent with either a University Regulation or a provision of this Agreement.

A violation within the meaning of this Article also takes place when the action taken pursuant to 1), 2) or 3) above is arbitrary or capricious, based on personal prejudice against the grievant and/or based on discrimination against the grievant because of race, creed, color, sex, religion, nationality, marital status, age, handicap, status as a Vietnam-era or disabled veteran, sexual orientation, membership or non-membership in or activity on behalf of or in opposition to the AAUP.

B. A grievant within the meaning of this Article is a faculty member in the bargaining unit who files a grievance under this Article. A grievant shall retain the right to process a grievance to completion regardless of his/her employment status.

C. The initial statement of grievance shall be presented on a form mutually acceptable to the AAUP and the University and must:

1. identify the alleged violations in the evaluation of the grievant as specified in A. above;

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2. identify the evaluator(s) and/or evaluating bodies who allegedly committed the violations specified in C.1.; and,

3. explain what alleged actions were committed or omitted that led to the violations specified in C.1.

D. A grievance may be resolved informally by the grievant and the University at any time. The informal resolution of a grievance shall not constitute precedent for the formal or informal resolution of any grievance or for any other purpose. A grievance filing shall normally provide evidence of an attempt to reach informal resolution.

II. Filing Procedures

A. Grievances shall be filed with the Office of the Vice President for University Personnel according to the schedule specified in Section VII. Such grievances shall be logged in as to date of receipt and forwarded within one working day to the Reviewing Officer and to the AAUP.

B. Such grievances shall be reviewed by the Reviewing Officer who shall determine if the grievance filing complies with Section I.A., B., and C. above and Section VII. below and forwarded by him/her as per provisions A. through E. below within ten working days of the date on which the grievance was filed.

C. The Reviewing Officer shall forward to the appropriate Provost's office each grievance statement which meets the filing requirements. Notices of the acceptance of the grievance shall be sent to the grievant and to the AAUP within 15 working days of the filing.

D. When the Reviewing Officer finds that a grievance statement does not meet the filing requirements, he/she shall return it to the grievant within 13 working days with a written statement specifying the defects leading to its rejection. A copy of such statement shall at the same time be sent to the AAUP. If the Reviewing Officer is unable to meet the deadlines specified herein, he/she shall so notify the AAUP in writing and an appropriate extension of time shall automatically be granted to the grievant.

E. Unless the Reviewing Officer has held the grievance to be untimely, the grievant may resubmit a revised statement within ten working days of receipt of the letter rejecting the grievance. Such resubmission to the Reviewing Officer shall be handled according to the above procedure. Failure to resubmit a revised statement within ten working days or to appeal the Reviewing Officer's action as provided in II.G. below will constitute withdrawal of the grievance.

F. If the Reviewing Officer finds the grievance to be untimely, the grievant may appeal this finding to the Filing Board, as provided in II.G. below.

G. In the event the grievant does not accept the action taken by the Reviewing Officer:

1. The grievant may submit the issue to the Filing Board. Such submission must be made within five working days of receipt of the Reviewing Officer's action.

2. The grievant may request a hearing before the Filing Board. Such hearing shall be held within seven working days of receipt of the issue. The grievant may be represented by an AAUP advisor at such hearing.

3. The Filing Board shall review the submissions and render a decision in writing within ten working days of receipt.

4. If the Filing Board sustains the claim that the grievance filing meets the filing requirements, or should be accepted as timely filed, it shall forward the grievance statement to the appropriate Provost's office with notice of acceptance to the grievant, the AAUP, and the Reviewing Officer.

5. If the Filing Board rejects the claim that the grievance statement meets the filing requirements, it shall notify the grievant, the AAUP and the Reviewing Officer of its decision in writing. If the grievance has been rejected for reasons other than timeliness, the grievance may be resubmitted according to the provisions of C. above. The decision of the Filing Board shall explain the reasons for rejecting the grievant's claim. Copies of the decision shall be sent to the AAUP and the Reviewing Officer.

6. The decision of the Filing Board shall be binding on the grievant, the University, and the AAUP.

H. Within 15 working days after notification of acceptance of a grievance has been given pursuant to Sections II.C. or G.4. above, the grievant shall submit to the Vice President for University Personnel an expanded grievance statement. The expanded grievance statement shall clearly define the issues of the grievance that had been specified in the initial grievance statement and shall include a full explanation of the alleged violations as defined in I.A. above in the evaluation for reappointment, promotion and/or tenure. The expanded grievance statement shall identify to the extent possible documents and potential witnesses pertinent to the grievance and shall identify their relevance to the allegations. Within 25 working days of receipt of the expanded grievance statement, the University shall forward to the grievant and the AAUP a written response to the particulars of the grievance. The University's response shall address each allegation, shall identify to the extent possible documents and potential witnesses pertinent to the grievance and shall identify their relevance to the allegations. The Vice President for University Personnel shall, at the same time, forward both grievance statements and the University's response to the grievance committee.

I. Prior to the start of the hearing, the University shall, insofar as it is possible for it to do so, make available to the grievant all relevant requested documents and other relevant information, other than outside confidential letters and the promotion packets of other faculty.

III. Hearing Before the Grievance Committee

A. Functions and Authority

1. The grievance committee shall meet to hear the grievance within ten working days of receipt of the material specified in Section II.H. above and may request at the time of scheduling that the grievant and/or the University be prepared at that meeting to present the testimony of witnesses on specific issues raised in the grievance statement, to further explain specific issues raised in the grievance statement, to present additional documentation, and/or to present their case.
2. The number of additional hearings, if any, of the grievance and the nature of the evidence and witnesses to be introduced at such hearings shall be consonant with the provision of an expeditious hearing that permits adequate opportunity for the presentation of relevant evidence.

3. In this regard, it is the understanding of the AAUP and the University that all parties to the grievance procedure, including the grievance committee, the grievant, the grievant's representatives, the University's representatives, and witnesses presented by the grievant and the University, are charged with the responsibility for cooperating in the scheduling and hearing of the grievance in an expeditious manner, so that the grievance committee is enabled to complete hearing of the grievance within 25 working days of the initial hearing.

4. Generally, all of the grievant's allegations shall have been specified in the initial and expanded grievance statements; however, where information relevant to an alleged violation becomes known during the hearing, a request for an amendment of the grievance statement may be made by the grievant during the grievance hearing(s). In such instances, the proposed amendment should be in writing in the form of a memorandum addressed to the grievance committee, with a copy to the University Representative, which provides full information about the new allegation in accordance with Section I.C. of this procedure, and which explains the reasons why the grievance statement is being amended at that time.

   If the University Representative agrees that the new allegation is properly within the definition of a grievance in accordance with Section I of this procedure, the amendment shall be accepted.

   If the University Representative does not accept the new allegation as appropriate to this procedure, the grievant may forward his/her proposed amendment to the Reviewing Officer immediately, and it will be processed in accordance with Section II of this procedure.

5. Within five working days of the final hearing session, the committee shall render a decision in writing. The decision shall address all allegations raised in the grievance. For each

allegation, the grievance committee will determine if 1) the alleged violation is material; 2) the alleged violation constitutes a violation as defined in Section I.A. of this procedure; 3) the alleged violation has been proven. The committee shall not make judgments as to whether the grievant should receive reappointment, promotion, and/or tenure. Further, the committee will address only those allegations set forth either in the expanded grievance statement or an amendment to it and pursued by the grievant. The committee's decision, recorded on a form agreed to by the AAUP and the Vice President for University Personnel, shall be binding on the University, the grievant, and the AAUP. Copies of the grievance committee's decision shall be sent to the grievant, the AAUP, the University Representative, the appropriate Provost and the Vice President for University Personnel.

6. The standard of proof shall be met when the preponderance of evidence about an alleged fact and/or alleged violation is sufficient to sustain the allegation.

7. If the grievance committee sustains the grievance, it shall order a remand, which is the sole and exclusive remedy under this procedure. If an evaluator or evaluating body has been found by the grievance committee in this evaluation to have acted on the basis of prejudice against the grievant or to have discriminated against the grievant as specified in I.A. above, the committee shall clearly and explicitly identify that evaluator or evaluating body in its decision and inform him/her or them in writing of the specifically sustained allegation.

8. When a remand is ordered by a grievance committee, the committee, the grievant and the appropriate officer of the University shall meet as soon as possible, but no later than within ten working days of receipt of the decision by the AAUP and the University, to discuss a procedure for the remanded evaluation. If agreement is reached, it will be reduced to writing and signed by the University and the grievant. Such remedy shall be implemented promptly and shall be fashioned to remedy identified defects.

9 If no agreement is reached within ten working days of the meeting referred to in Section III.A.8. above, the University shall issue instructions for the remanded evaluation to the appropriate reviewing body or bodies and shall forward copies of the instructions to the grievant and the AAUP. The instructions shall constitute the 30-day notice, pursuant to Article XIV of this agreement.

10. If the grievant alleges that the University's instructions for the remand procedure do not eliminate a violation that was found by the grievance committee, the grievant may ask the Permanent Panel on Procedures to provide an advisory opinion to the University as to whether the instructions eliminate the procedural violations found by the grievance committee. The remand procedure may not be challenged in any other way until it has been implemented by the University and a decision on the reevaluation has been made.

B. Hearing Procedures before the Grievance Committee

1. The University Representative shall be the person designated by the University to present its case. The University Representative shall be identified in the University's response. If the University changes its Representative, it will notify the AAUP.

2. The University Representative may be assisted by two advisors.

3. The grievant may be represented and assisted by two advisors, neither of whom shall be a member of the grievant's department. The grievant's advisors shall be named in the expanded grievance statement.

4. Ordinarily the University Representative, the University Representative's advisors, and the grievant's advisors shall not be attorneys. However, if either party chooses to be represented by an attorney, the other party may be so represented.

5. The grievant and the University Representative may cross-examine witnesses.

6. If the grievant or the University Representative offers testimony he or she is subject to cross-examination.

7. Observers of the hearing are permitted with the consent of the grievant and the University Representative. In addition, each evaluator or the chair of an evaluating body against whom allegations are brought may be present at the hearing or represented by an individual designated by the University, except when the grievant objects to the presence of such individuals.

8. Either party may tape record the proceedings of the hearings, but the tape shall not constitute an official record. The tape may be used only for the purpose of preparing the case and may not be used for any other purpose or in any other forum.

9. Outside confidential letters of recommendation are those letters received in response to solicitation pursuant to the Academic Reappointment/Promotion Instructions.

   Outside confidential letters of recommendation shall not be made available to the grievant or to his or her advisors, or to the University Representative for the purpose of the grievance, nor shall they be offered or admitted into evidence before the Grievance Committee, the Filing Board, or the Permanent Panel on Procedures.

   In those cases in which the outside confidential letters of recommendation are a factor in a grievance, evidence respecting the contents of the letters may be introduced only through the following procedure:

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Two (2) neutral tenured faculty members, each mutually acceptable to the grievant and to the University, shall be appointed by the Grievance Committee. The letters shall be turned over to the neutrals on a confidential basis. The neutrals shall examine the letters, answer the questions raised by the parties and the Committee, and issue their report(s) to the University Representative, the Grievance Committee and the grievant. The confidentiality of the contents and the identity of the writers shall be protected at all times.

10. There shall be no ex parte communication regarding the grievance with the Grievance Committee by the grievant, the University Representative, the AAUP or the University administration.
11. The confidentiality of the procedure appropriate to the maintenance of due process shall be adhered to by both parties. Claims by either party of breaches of such confidentiality shall be referred to the Permanent Panel on Procedures.

IV. Settlement of Procedural Questions Arising During Hearings of the Grievance Committee

A. A question arising during the processing of a grievance under this procedure concerning the interpretation and/or application of this procedure may be raised by the grievant or the University Representative as a matter for determination by the Grievance Committee.

1. In the event the Grievance Committee declines to determine the matter or the grievant or the University Representative is not satisfied with the soundness of the interpretation and/or application, that procedural issue shall be referred to the Permanent Panel on Procedures, in accordance with Section IV.C.1. below.

2. If such issue is not settled by the Grievance Committee, the grievant and/or the University Representative may request that the hearings be suspended pending review by the Permanent Panel on Procedures.

3. If suspension in accordance with Section IV.A.2. above is not requested, the hearing may proceed to consider matters on which no issue of interpretation or application of procedure has been raised.

4. A ruling made by the Grievance Committee on the interpretation or application of this procedure that is not referred by the grievant or the University Representative to the Permanent Panel on Procedures at the time of such ruling shall be binding for this and only this case.

B. A question concerning a matter of procedure not specifically addressed by this procedure shall be referred within two working days of the date the issue arose to the parties to this Agreement (AAUP and the University) for a joint determination that shall amend the procedure on this question.

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Should the AAUP and the University fail to reach such agreement within five working days of submission to them, the question may be submitted to the Permanent Panel on Procedures by either party for an ad hoc procedure to be implemented in the instant case as a reasonable solution to the issue at hand. Any such ad hoc procedures shall not be a precedent in any other case. The Permanent Panel on Procedures shall render a decision within seven working days of the date the matter was submitted to them.

C. The Permanent Panel on Procedures shall have the authority to make binding decisions on the interpretation and/or the application of provisions of this procedure where such issues are referred to it under the provision of Section IV.A.1-2. Matters so referred shall be handled as follows:

1. The grievant and/or University Representative shall submit their respective claims in writing to the parties to the Agreement (AAUP and the University) within two working days of the date the issue arose. The parties shall each prepare a written position on the issue to be forwarded to the Permanent Panel on Procedures, with each party copying the other, within five working days of receipt of the statement of claim.

2. Either the AAUP or the University may request a hearing on the matter before the Permanent Panel on Procedures. Such request shall be made at the time of the party's submission of its position to the Permanent Panel on Procedures.

   If no hearing is requested, the Permanent Panel on Procedures may request a meeting with the parties to this Agreement to discuss the matter.

   Any hearing or meeting shall take place within five working days of the Permanent Panel on Procedures' receipt of the parties' submissions.

   The Permanent Panel on Procedures shall render its decision on the matter within seven working days of the receipt of the parties' submissions. A ruling by the Permanent Panel on Procedures on the interpretation and/or application of this Agreement shall be binding on the grievant, the University and the AAUP.

   The decision of the Permanent Panel on Procedures shall be rendered in accordance with law and shall be within the scope of its authority as provided in this procedure.

V. Composition and Selection of Boards, Panels and Grievance Committees

A. The Filing Board

The Filing Board shall be composed of one person appointed by the University, one person appointed by the AAUP, and a third person jointly appointed by the University and the AAUP. Such appointees shall be employees of the University but may not, for the term of

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their service on this panel, also serve as members of the Permanent Panel on Procedures, as the Reviewing Officer, as a University Representative, as an advisor, as a member of a Grievance Committee, or as a participant in any grievance under this procedure.

B. Permanent Panel on Procedures

The Permanent Panel on Procedures shall be composed of one person appointed by the University, one person appointed by the AAUP, and a third person jointly appointed by the University and the AAUP.

Such appointees shall be employees of the University but may not, for the term of their service on this panel, also serve as members of the Filing Board, as the Reviewing Officer, as a University Representative, as an advisor, as a member of a Grievance Committee, or as a participant in any grievance under this procedure. Members of the panel shall be appointed March 1st of each year for one-year terms and may be reappointed according to the above requirements.

C. Grievance Committees

1. Except as provided in Section V.C.2. below, a Grievance Committee shall be composed of three tenured faculty members from the unit in which the grievance arises, to be constituted jointly by the AAUP and the University by random selection, subject to compatability of schedules, from pools elected by each unit. The members of each committee shall select their chairperson.

   The procedure for nominating and electing tenured faculty members to the unit pool shall be as follows: each department with 20 or fewer tenured faculty members shall nominate one tenured faculty member; each department with more than 20 but with no more than 40 tenured faculty members shall nominate two; each department with more than 40 shall nominate three. Additionally, nominations may be made by unit faculty members at large. In those units without department structure, all nominations will be made at large.

   Elections for the subsequent academic year shall be held in the spring after the April Board of Governors meeting and before the last day of classes.

   The number of tenured faculty members to be elected to each unit pool will be determined by the AAUP and the University, such determination to be based on the size of each unit and its grievance committee needs.

2. Grievances in which allegations concern solely the Promotion Review Committee shall be filed, reviewed, and otherwise administered according to this procedure except that these grievances shall all be heard by the Special Grievance Committee.

   The Special Grievance Committee shall be composed of five Professors II annually and jointly selected by the AAUP and the University. The chair of the Special Grievance Committee shall be

chosen by its members. The AAUP and the University shall also annually and jointly select four alternate members of the Special Grievance Committee.

Individual members of the Special Grievance Committee may be excused from hearing a specific grievance for personal reasons, because they participated in the evaluation, because they are a member of the grievant's department or section, or for cause as specified in Section V.C.5. below. When a regular member has been excused for cause, an alternate member shall substitute for the excused regular member. In all other instances, an alternate member will substitute for each regular member excused from hearing a specific grievance whenever such substitution is possible. Alternate members shall be appointed in rotation by the Chair of the Special Grievance Committee. Members shall not be substituted on the Committee once hearings have commenced.

In no instance may the Special Grievance Committee be composed of fewer than three members at the commencement of any grievance. In instances when, because of a diminution of the Committee's membership there are two or four Committee members and there results a tie vote, the Committee shall find for the grievant.

The decision of the Special Grievance Committee shall be rendered in accordance with Section III.A.5. of this procedure, except that a copy of the Committee's decision shall also be sent to the Executive Vice President.

3. No person shall serve on a grievance committee for a case in which he/she has participated in the evaluation process.

4. The Provost or his/her designee will notify the grievant, the AAUP, and the University of the committee's membership.

5. The grievant may, in writing and stating the reason, challenge the participation of any grievance committee member for cause. If such challenge cannot be resolved informally, the matter shall be referred to the Permanent Panel on Procedures for a binding determination. At the request of either the grievant or the University, the Permanent Panel on Procedures shall hold a meeting and make a decision within five working days of receipt of the challenge.

VI. Miscellaneous

A. Neither the Filing Board, the Permanent Panel on Procedures, nor the Grievance Committees shall have the authority to amend, alter, or in any way change a University Regulation, an established practice or a provision of this agreement or to substitute its judgment for the academic judgment of persons charged with the responsibility for making such judgment.

B. No reprisals shall be taken against any grievant, advisor, witness, or member of a Grievance Committee for participation in the grievance

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process. Claims of any such reprisals shall be grievable under Article IX, Category One.

C. If a remanded evaluation results in a negative personnel action, the grievant shall receive a twelve-month* extension of employment, dating from the date the grievant is informed of the negative decision. However, such employment will be extended to the end of the academic semester in which the twelve-month extension concludes. Extension of employment of a grievant shall be governed by the terms of the procedure under which the original grievance was brought. Members of the bargaining unit shall be entitled to extensions of employment pursuant to this Agreement only for grievances originally** brought under this procedure, subject only to renegotiation of this provision in a successor agreement.

*The provision of twelve months applies only to those grievants to whom, according to University Regulations, notice of twelve months is due. For grievants to whom notice of three months or six months is due by University Regulation, the extension shall be for three or six months, as appropriate to the Regulation, extended to the end of the academic semester in which the extension concludes.

**By original grievance is meant that grievance, including one resolved informally, which has led to subsequent instructions to remand an evaluation.

In accepting this extension of employment, the grievant, the AAUP, and the University agree that such employment will not constitute the basis of any claim to tenure based on length of service.

D. A grievant shall not be evaluated while an Article X grievance is pending.

VII. Time Limits

1. An individual who intends to file a grievance under this procedure must so notify the Vice President for University Personnel within 30 working days of receipt of notice from the dean that his/her reappointment/promotion packet is available in the dean's office. Within 45 working days of the date of the letter of intent to file or on the second Monday in September, whichever is sooner, the initial grievance statement must be filed.

2. For the purpose of this procedure, "working days" are all days on which the administrative offices of the University are officially open for business as specified in the administrative calendar.

3. Grievances submitted from New Brunswick shall be delivered to the Office of the Vice President for University Personnel, in which case the delivery date will establish the timeliness of the filing. Grievances submitted from the Camden and Newark Campuses as well as other locations outside New Brunswick shall be sent by United States mail to the Vice President for University Personnel in which case the postmark date will establish the timeliness of filing.

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4. Requests for extensions of any of the time limits specified in this grievance procedure may be granted only by mutual agreement of the University and the AAUP.

XI - TEACHING ASSISTANT/GRADUATE ASSISTANT PERSONNEL GRIEVANCE PROCEDURE

1. A grievance under this Article XI is defined as any claimed violation of University Regulations or this Agreement or established policy or practice regarding reappointment of Teaching Assistants/Graduate Assistants, and excludes all other grievance procedures and the matters grievable under their terms.

2. At any step in the grievance procedure, the grievant may request participation of an AAUP-appointed representative. A maximum of two such representatives may be active at any one time.

3. This procedure is designed to expedite the resolution of problems which arise in connection with the reappointment of Graduate Assistants and Teaching Assistants at the University.

4. In each of the steps described below, the following conditions should be understood:

   a. The Teaching Assistant or Graduate Assistant, hereinafter referred to as "grievant," may be accompanied by an observer and may be assisted by a representative in presenting the case.

   b. The time limits prescribed for decision-making may be extended at any time as may be mutually agreed upon in writing by the parties.

   c. The substance of all proceedings will be confidential.

5. Step 1 - The grievant shall present the grievance to his or her supervisor within twenty (20) working days after knowledge of the occurrence of the event out of which the grievance arises. In the case of a Teaching Assistant, this usually will be the professor in charge of the course; for a Graduate Assistant, it will be the director of the research project on which he or she is working. Five (5) working days from initial presentation will be allowed for effective resolution.

   Step 2 - If resolution is not achieved at step 1, the grievant shall address the matter to the chairperson of the department, or designee, within which he or she is employed. Five (5) working days from initial presentation will be allowed for effective resolution.

   Step 3 - If resolution is not achieved at the earlier, informal steps, the grievant shall submit the appeal, in writing, to the dean or director of the academic unit. Concurrently, a copy of the appeal shall be sent to the AAUP and to the Director of Affirmative Action/Employment Counsel. Ten (10) working days from receipt of the written appeal will be allowed for effective resolution.

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Step 4 - If the grievant does not achieve resolution at the preceding step, his or her case then should be presented to an Appeals Committee (appointed for a one-year term) to be comprised of three University-employed graduate students selected by AAUP and three University representatives selected by the Vice President for Academic Affairs. The Committee should be allowed twenty (20) working days calculated from the date of its receipt of the case in dispute. Upon completion of its work, the Committee shall present its recommendation to the Vice President for University Personnel. The Vice President shall have twenty (20) working days following receipt of the Committee's report to accept, reject, or otherwise modify the recommendations. The Vice President for University Personnel shall be deemed to have accepted the recommendations of the Appeals Committee if he/she takes no action within the prescribed period.

XII - TEACHING ASSISTANTS/GRADUATE ASSISTANTS

1. Notice of Reappointment

All currently employed Teaching Assistants and Graduate Assistants shall be notified of their status for the coming academic year on or before March 31. Said notification shall be either 1) reappointment, 2) non-reappointment, 3) waiting list, with reappointment contingent upon the availability of funding or meeting other previously established and announced criteria. A Teaching Assistant or Graduate Assistant in his/her first or second reappointment consideration who is non-reappointed, as provided in 2) above, may request in writing, and the University shall provide, an explanation in writing of the reasons for non-reappointment. In all cases in which a Teaching Assistant or Graduate Assistant is placed on a waiting list, he/she shall be notified as to his/her status as soon as possible thereafter. Individual contract letters shall be issued to Teaching Assistants and Graduate Assistants upon appointment and reappointment.

2. Workload

Teaching Assistants and Graduate Assistants shall be notified on or before the first day of class of their assignment for the coming year. It is understood that unexpected course enrollment changes may require modification of the assignment.

A Teaching Assistant or Graduate Assistant with a standard appointment works normally at the maximum rate of fifteen clock hours per week, or a prorated portion thereof if the appointment is less than standard.

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XIII - PROMOTION AND REAPPOINTMENT PACKET

The University will furnish to the AAUP each year, at least 10 working days prior to distribution, a copy of all material contained in the promotion and reappointment packet [illegible].

XIV - FACULTY REAPPOINTMENT/PROMOTION

1. a) Each faculty member who is to be considered for reappointment or promotion shall be notified by the department chairperson at least thirty (30) days in advance that said consideration shall take place.

b) A faculty member may request of the department chairperson that he/she be evaluated for promotion. The request shall be granted for tenured members of the faculty who have been at least six years in rank and have not been evaluated for promotion or for tenure for at least four years. Such evaluation shall be carried through each level of review, including the Promotion Review Committee, unless withdrawn by the candidate. Withdrawal after the candidate signs Form 2 constitutes an evaluation for the purpose of this paragraph 1.b.

c) The department chairperson shall provide the faculty member with a signed and completed Recommendation Information Form. Within five (5) days of its receipt, the faculty member will sign and return the Form to indicate concurrence with its content, or, if there is a dispute between the faculty member and the chairperson as to the content of the Form which they are unable to resolve, the faculty member shall so indicate by marking "dissent" next to his/her signature and attaching an explanation to the Form.

d) The faculty member may submit to the department chairperson any documents or materials he/she wishes to have considered. The faculty member shall provide at least two copies of such materials and as many additional copies of already published material as are necessary to enable simultaneous distribution of them to each department that comprises the section. A list, compiled by the faculty member, of the documents submitted to the chairperson shall be attached to the promotion packet. It shall be the responsibility of the chairperson to circulate that list and all documents or materials submitted by the candidate, together with any other relevant material, subject to 1.e. below, to the appropriate reviewing bodies.

If the faculty member wishes to include a lengthy unpublished manuscript and requires copying services, he/she may contact the Associate Dean for Administration, Law School, Newark; the Associate Dean, Law School, Camden; or the Business Manager, Faculty of Arts and Sciences, New Brunswick at least 30 days prior to the date on which copies are needed. The faculty member will be charged the prevailing rate for services so provided. If the service cannot be provided, the candidate will be notified promptly.

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e) If any document or documents, other than confidential outside letters of recommendation, the official reappointment/promotion forms, continuation pages added to these forms, reports of reading committees, supplements to confidential letters as provided in 1.h. below, and materials submitted by the candidate, are added to the promotion packet by an evaluative body, a copy of said document(s) shall be transmitted immediately to the candidate; the candidate shall have the right to submit a response or rebuttal within five (5) working days. The response shall be directed to that level of the evaluation at which the added document was received and shall become a part of the promotion packet. Any documents that are (1) physically present during the evaluation and (2) specifically referred to during the deliberations of the evaluative body and (3) which a majority of the evaluative body agrees have a direct bearing on the evaluation must be added to the packet, in accordance with this procedure.

f) Subsequent to the commencement of the evaluation and prior to January 25, the department chairperson shall, upon request of the candidate, add to the packet evidence of a significant change in the status of materials originally submitted by the candidate if: 1) the chairperson concurs that a significant change has occurred; and 2) such change has occurred since the initiation of the evaluation. If there is a dispute between the candidate and the chairperson as to whether a significant change has occurred in the status of materials originally submitted by the candidate, the Office of the Provost shall make the final determination as to whether evidence of the change shall be added to the packet.

Such additions to the packet, as provided above, shall, in all instances, be submitted to the level of review at which the candidate is then being evaluated. However, if the addition occurs on or before December 1, the addition to the packet shall also be circulated to each earlier level of review so that each earlier level may revise its evaluation should it deem such revision warranted by the addition. If the addition occurs after December 1, but on or before January 25, it shall not be circulated to any earlier level of review, except the Dean and the Promotion Review Committee. The Dean and/or the Promotion Review Committee may revise the evaluation made at that level should such revision be deemed by the Dean or the Promotion Review Committee to be warranted by the addition.

Except as provided in 1.e. and 1.f. no other materials or documents may be introduced by the candidate after the review process has commenced.

g) With the exception of confidential outside letters of recommendation solicited in accordance with University Regulations and those documents which are generally public knowledge such as published student evaluations, published articles and other similar documents, only those materials in the official file (Article XVIII), or those materials added to the packet in 1.e. and 1.f. may be used in conducting the review.

h) Any model letters of solicitation for confidential outside letters of recommendation shall be consistent with the weighting of promotional criteria for the candidate. Outside letters of recommendation shall be held in confidence and their use restricted to evaluation of the faculty member.

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Candidates may seek the advice of their department chairpersons before preparing the list of qualified persons from whom letters may be solicited. Chairpersons shall give such advice upon request.

The candidate may prepare a list of persons in his/her field from whom he/she prefers letters of evaluation not be solicited. The candidate shall provide a written explanation for the inclusion of each person on that list. If a letter of evaluation is solicited from an individual on the candidate's list, the candidate's written explanation shall be attached to the individual's letter of recommendation. A department chair or dean may, at his/her discretion, also attach an explanation for his/her decision to solicit a letter from the individual. Such attachments, whether prepared by the candidate, the department chairperson, or the dean, shall be held, like the letters to which they refer, in confidence.

2. The candidate shall be notified of the departmental decision by the departmental chairperson in writing within five (5) days from the date such decision is made. The candidate will be notified in writing by the Dean or his or her designee of the final decision in the particular personnel action within ten (10) days of receipt of the knowledge that the final decision by the appropriate person or committee has been made.

3. Each faculty member who is appointed or reappointed shall be given a written statement of the conditions for consideration for future reappointment, or a statement of non-reappointment. At the request of a faculty member a written explanation of the reasons for his/her non-reappointment or non-promotion shall be provided by the dean.

4. Faculty members who hold temporary titles may be considered for other appointments in accordance with regular University practices and policies.

5. For candidates in the first year of service requiring recommendation for reappointment, the departmental process shall be initiated no later than the last week of the first semester of service and shall be completed in time to conform to the appropriate date of notification as specified in University Regulations.

6. For candidates beyond the first year of service, the departmental recommendation shall be forwarded at least one month prior to the required date of notification.

7. The University shall made a good faith effort to transmit to the AAUP, within ten (10) working days of final decision, written notice of each denial of promotion, tenure, or reappointment of full-time faculty.

8. Upon request, a department chairperson will provide a member of the faculty with a copy of the current academic reappointment/promotion instructions.

XV - PROFESSIONAL DUTIES

The parties recognize that the University accomplishes a variety of academic and professional services including undergraduate, graduate, and professional instruction, research and community service. The professional duties required of the faculty shall be in accordance with the mission of the University.

Individual workload assignments of members of the bargaining unit shall be consistent with the practice of their department, program, or unit.

Claims of inconsistency with such practices by members of the bargaining unit shall be grievable as a Category Two grievance under the contract grievance procedure (Article IX).

XVI - INFANT CARE LEAVE AND DISABILITY RESULTING FROM PREGNANCY

A. Short-term disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery therefrom are, for all job-related purposes, treated like other short-term disabilities. After pregnancy, a member of the bargaining unit is entitled to a recuperative leave of up to three weeks, or a longer period if the bargaining unit member continues to be disabled. All employment policies and practices involving commencement and duration of leave, availability of extensions, accrual of seniority and other benefits and privileges, and reinstatement and payment, shall be applied to short-term disabilities due to the above causes as they are applied to other short-term disabilities of members of the bargaining unit.

The individual's department shall be responsible for closing ranks in accordance with normal practice.

B. Requests by a member of the bargaining unit for a leave of absence without pay for the purpose of caring for his/her child under one year of age may be made and granted in accordance with the provisions of Article XVII of this Agreement, with the following modifications:

1. A request for such leave shall specify that it is a leave under Article XVI and shall normally be made six months in advance.

2. The granting of such leaves shall be subject to the needs of the academic program and the necessary approvals as specified in Article XVII, except that a faculty member may appeal denial by the dean of a leave of absence without pay to the Vice President for University Personnel.

3. In the event that such a leave is taken for one semester, the faculty member may, at his/her option, have the entire year excluded from the probationary period. A written statement requesting exclusion of the entire year shall be submitted by the faculty member to the Dean or Director before termination of the leave period and shall be part of the personnel file. This provision is not applicable to faculty members in their terminal year.

4. Although such leave does not automatically extend the term of appointment of a member of the bargaining unit, the exercise of such leave shall not prejudice the opportunity for reappointment.

XVII - LEAVE OF ABSENCE WITHOUT PAY

A. Leaves of absence without pay are for the purpose of professional development, personal convenience, or completion of a terminal degree. Such leaves may be for a period up to two (2) consecutive years.

B. The granting of a leave of absence without pay to members of the faculty is subject to the needs of the academic program and requires the approval of the department chairperson and the dean. Such approval may not be unreasonably withheld, and a written statement of the reasons for withholding approval shall be given to the faculty member upon request within ten (10) working days of that request.

C. A request for a leave of absence without pay shall normally be made one year in advance.

D. A leave of absence without pay shall not count in the probationary period for tenure, nor shall it automatically extend the term of appointment. An extension of the appointment for a period no longer than the amount of the leave may be granted through the reappointment process.

E. A faculty member who has been on a leave shall receive on return any salary improvements he/she would have received had he/she been serving at Rutgers during the leave period. Normal University policy regarding benefits during a period of leave without pay shall apply.

XVIII - PERSONNEL FILES

1. The official personnel file for each faculty member shall be maintained in the office of the appropriate dean or director. The contents of this file shall include only:

a. Documents submitted by the faculty member or placed in his/her file at his/her request.

b. Documents concerning the individual's employment history at the University and all records of personnel decisions affecting his or her compensation or employment status.

c. Materials assembled in accordance with University Regulations, practices and policies, or the terms of this Agreement concerning the evaluation, reappointment, promotion or tenure of each faculty member, with the exception of outside confidential letters of recommendation. Such materials shall be called Category C materials.

2. The University shall give notice to the faculty member within 15 days of addition of new material as defined in section c. to the official personnel file. Any member of the faculty may have access to all documents in his/her official personnel file, including internal evaluations related to the individual, and may add to those records such materials as the individual believes necessary to give a reasonable representation of the individual's record. 3. The personnel file described in section 1. above shall be available for examination by the faculty member who shall be entitled to review such personnel file at reasonable hours upon written request and to purchase copies of any or all materials contained therein.

4. When a personnel action has been initiated by a department or other appropriate body, access to the promotion forms related to that action will not be available to the faculty member until that personnel action has been completed.

5. No Category C material may be added to the official personnel file more than one year after its receipt by the academic officer to whom the material is originally directed except according to the procedure outlined below:

a. The academic officer who wishes to add the material shall provide an accompanying written explanation for the addition of the material after the one year period.

b. The faculty member shall have the opportunity to contest the addition of this material with the Dean.

c. The faculty member may appeal the decision of the Dean to the appropriate Provost.

6. If a faculty member alleges that material belonging in his/her personnel file, defined above, exists elsewhere, the faculty member may apply in writing to his/her Provost, requesting access to the material. This request must specify, to the best of the faculty member's knowledge, the nature of the material and its location within the University.

Within fifteen (15) working days of such request, the Provost or his/her designee shall respond by either:

a. Producing the material requested, or

b. Certifying in writing that, to the best of his/her knowledge the alleged material does not exist, or that it exists but does not belong in the faculty member's personnel file. Such certification shall be placed in the personnel file and shall serve to preclude the use of such material in any personnel action.

XIX - MISCELLANEOUS

1. Agenda materials for the regular monthly public meeting of the Board of Governors will be forwarded to the AAUP at the time they are distributed to the members of the Board of Governors with the following exceptions:

a. All items related to personnel actions;

b. Items whose disclosure would be prejudicial to the interests of the University.

2. a. Before being presented to the Board of Governors proposed changes in University Regulations, policies and/or practices affecting the terms and conditions of employment of the members of the bargaining unit shall first be submitted to the AAUP for negotiation.

b. Section a. above shall be construed to require negotiations only as to those aspects of such proposed changes that constitute mandatory subjects of negotiation. Disputes concerning the application of section 2a. and b. shall be resolved by submission to the Public Employment Relations Commission under its scope-of-negotiation processes.

3. The AAUP agrees to pay one half of the printing and distributing costs of this Agreement. Said Agreement shall be printed in the University's Duplicating and Mailing facility and shall bear the AAUP logo on the cover of the contract.

4. The annual motor vehicle registration fee for employees wishing to register their vehicles for the use of surface campus parking facilities shall be 1/10 of 1% of the employee's annual salary.

XX - HEALTH AND SAFETY

A. The Senior Vice President and Treasurer or his/her designee together with the Vice President for University Personnel or his/her designee will meet with the AAUP quarterly to discuss employment-related health and safety problems. The Vice President's designees, if any, shall be administrative officers of the University.

B. Bargaining unit members are responsible for reporting health and safety problems to their Dean or Director and to the Department of Radiation and Environmental Health and Safety. Such reports shall be filed on the Health and Safety Report Form. The University is responsible for promptly forwarding a copy of each Health and Safety Report Form filed by members of the bargaining unit to the AAUP. The University is responsible for maintaining a supply of Health and Safety Report Forms in every University department where bargaining unit members are employed.

C. No bargaining unit member shall be required to work under conditions where there has been a determination, on a reasonable basis in fact, that those conditions pose an immediate danger to health and safety. It shall be the responsibility of the University to make such determinations as rapidly as possible.

D. Information

1. The AAUP may request from the University information concerning health and safety matters affecting bargaining unit members and the University shall provide the information requested.

2. In the event that the requested information is directly involved in pending litigation between the parties, the AAUP will not request the information under the procedure set forth in this Article, but may rely only on any rights it has pursuant to the pending litigation.

3. In the event that the requested information is directly involved in pending litigation between the University and any other party, then the AAUP and the University agree to limit access to the information to a designated official of the AAUP. Such official may not be a party to, or involved in the pending litigation. The designated official of the AAUP shall not disclose such information, either directly or indirectly, except in discussions with appropriate University officials and in arbitration procedures arising under Article IX of the Agreement. In the event it becomes necessary for the AAUP to disclose such information in an arbitration proceeding, the parties agree such arbitration shall be closed and the record thereof sealed. This provision shall not prevent the AAUP from discussing the information with its counsel.

4. When the AAUP requests health and safety information, it agrees to cooperate fully with the University in the acquisition of such information.

5. The University and the AAUP agree that when such a request for information will require significant expenditure of time and/or funds, the parties shall bear such costs equally.

XXI - University Procedures

Rutgers and the AAUP agree that all members of the bargaining unit shall be entitled to enjoy, and shall be subject to, all terms and conditions of employment applicable to the bargaining unit provided for in the University Regulations and Procedures Manual and not provided for herein. During the life of the Agreement or any extension thereof, any change in the University Regulations and Procedures Manual that constitutes a change in terms and conditions of employment, as that concept has been defined by law, of members of the bargaining unit shall be negotiated.

Grievances arising under this Article, applicable to Article IX, shall be heard as Category Two grievances.

XXII - CONDITIONS OF EMPLOYMENT

Academic Year Appointments

Appointment for the academic year requires that the appointee be in attendance at the University from September 1 to Commencement, or an equivalent period, within each academic year unless excused by the appropriate academic officer.

Calendar Year Appointments

Appointees for the calendar year (July 1 - June 30) are expected to devote the entire year to their University duties with the exception of a vacation of one month.

Grievances arising under this Article, applicable to Article IX, shall be heard as Category Two grievances.

XXIII - OUT-OF-CYCLE SALARY ADJUSTMENTS

1. The University may, at its discretion, increase the salary of an individual member of the bargaining unit to respond to a bona fide outside offer or to provide immediate recognition for an unusual professional achievement. The University may also, at its discretion, increase the salary of a member of the bargaining unit when it believes that an outside offer is imminent because of recent distinguished professional achievements and other evidence.

When the University considers offering such an increase, the available tenured members of the individual's department shall be polled about the proposed increase and their recommendation shall be forwarded in writing to the dean.

When the University has determined to make such an increase, it shall inform the AAUP in writing and shall include a copy of the outside offer, or evidence of the imminence of an outside offer, or evidence of the unusual professional achievement. It shall also include the written recommendation from the department, with relevant documentation; the dean's recommendation, with relevant documentation; and the current and adjusted salary. The relevant documentation from the department shall include the results of the poll and any motion or report that accompanies the recommendation.

2. When the University wishes to increase the salary of a member or members of the bargaining unit in response to market conditions in a particular discipline or subdiscipline, it will provide the AAUP with documentation concerning the market conditions and the current salaries of all bargaining unit members in that discipline or subdiscipline. The AAUP and the University will negotiate the upper limit of the salary increase that may be available, at the discretion of the University, to a member or members of the discipline or subdiscipline. Subsequent to the conclusion of the negotiations, the University will inform the AAUP in writing of the name, rank, and adjusted salary of each individual for whom an increase is to be made.

3. No salary increase given pursuant to this article shall remove a bargaining unit member from the appropriate negotiated salary tables.

4. This article is in effect only during the period of this Agreement and any extension thereof.

XXIV - NOTICE OF CHANGE OF PROMOTIONAL CRITERIA AND STANDARDS

When the University changes the promotional criteria and standards as embodied in Appendix D ("Policy with Respect to Academic Appointments and Promotions") and Appendix E ("Weightings and their Assignment in Reappointment and Promotion Evaluation"), University Regulations, or written policies promulgated by the President or a Vice President of the University it shall notify the AAUP of the changes when they are promulgated.

XXV - TERM OF AGREEMENT

This agreement shall be effective from Feb. 21, 1984 to June 30, 1986.

The parties may by mutual agreement continue the terms of the existing agreement beyond June 30, 1986. In this event, either party may terminate such agreement by thirty (30) days written notice to the other.

FOR THE RUTGERS COUNCIL

FOR RUTGERS UNIVERSITY

Peter Seminara

Kenneth D. Wolfson

Ellen H. Hill

DATE Feb 21, 1984

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APPENDIX A

ACADEMIC TITLES COVERED BY AAUP AGREEMENT

CODE TITLE		
A.Y.	C.Y.	
89000	89010	Professor II
99000	99010	Research Professor II
99020	99030	Research Specialist II
99040	99050	Professor Law II
99060	99070	Lecturer (Professor II)
99100	99110	Extension Specialist (Prof II)
99140	99150	Law Librarian I
88000	88010	Professor I
98000	98010	Research Professor I
98020	98030	Research Specialist I
98040	98050	Lecturer (Professor I)
98060	98070	Extension Specialist (Prof I)
98120	98130	Librarian I
98140	98150	Law Librarian II
98160	98170	Professor Law I
98180	98190	County Agent I (Professor I)
98200	98210	Physical Education Specialist (Prof I)
98260	98270	Other Academic (Prof I)
87000	87010	Associate Professor
97000	97010	Associate Research Specialist
97020	97030	Associate Research Professor
97040	97050	Associate Extension Specialist
97080		Adjunct Associate Professor
97100	97110	Librarian II
97120	97130	Law Librarian III
97140	97150	Associate Professor Law
97160	97170	Lecturer (Associate Professor)
97180	97190	County Agent II
97200	97210	Physical Education Specialist II
97260	97270	Other Academic (Associate Prof)
86000	86010	Assistant Professor
96000	96010	Assistant Research Professor
96020	96030	Assistant Research Specialist
96040	96050	Assistant Extension Specialist
96080	96090	Adjunct Assistant Professor
96100	96110	Librarian III
96120	96130	Law Librarian IV
96140	96150	Assistant Professor Law
96160	96170	Lecturer (Assistant Professor)
96180	96190	County Agent III
96200	96210	Physical Education Specialist III
96240	96250	Adjunct County Agent III
96260	96270	Other Academic (Assistant Prof)
96280	96290	Adjunct Lecturer (Asst Prof)

CODE		
A.Y.	C.Y.	
85000	85010	Instructor
95000	95010	Extension Associate
95040	95050	Research Associate
95060	95070	Lecturer (Instructor)
95080	95090	Librarian IV
95120	95130	Physical Education Instr.
95140	95150	County Agent IV
95200	95210	Other Acad (Instructor)
95220	95230	Adjunct Instructor
	95250	Adjunct Lecturer (Instr.)
95260	95270	Adjunct County Agent IV
84000	84010	Assistant Instructor
94000	94010	County Agent V
94020	94030	Librarian V
94100	94110	Other Acad (Asst Instr.)
94120	94130	Extension Assistant
94160	94170	Research Assistant
94180	94190	Lecturer (Asst Instr.)

SPECIAL PROFESSORIAL TITLES

OTHER TITLES COVERED BY AAUP AGREEMENT

99710	99712	Teaching Assistant I
99711	99713	Teaching Assistant II
99714	99715	Teaching Assistant III
99730	99732	Graduate Assistant I
99731	99733	Graduate Assistant II
99734	99735	Graduate Assistant III
99740	99742	Graduate Assistant I (TE)
99741	99743	Graduate Assistant II (TE)
99744	99745	Graduate Assistant III(TE)

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APPENDIX B

RUTGERS, THE STATE UNIVERSITY, OFFICE OF UNIVERSITY PERSONNEL

I. Academic Salaries Effective July 1, 1983

ASSISTANT INSTRUCTOR AY 84000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
14	13562	13686	13810	13933	14057	14181	14304	14428	14552	14675	14799	14923	15046	15170	15294	15417	15541	15665	15788
15	14181	14311	14440	14570	14700	14830	14960	15090	15219	15349	15479	15609	15739	15869	15998	16128	16258	16388	16518
16	14830	14966	15103	15239	15375	15512	15648	15784	15921	16057	16193	16330	16466	16602	16739	16875	17011	17148	17284

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
14	15912	16036	16159	16283	16407	16530	16654	16778	16901	17025	17148	17272	17396	17519	17643	17767	17890	18014
15	16648	16778	16907	17037	17167	17297	17427	17557	17686	17816	17946	18076	18206	18336	18465	18595	18725	18855
16	17420	17557	17693	17829	17966	18102	18238	18375	18511	18647	18784	18920	19056	19193	19329	19465	19602	19738

ASSISTANT INSTRUCTOR CY 84010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
17	15574	15717	15860	16003	16146	16289	16432	16576	16719	16862	17005	17148	17291	17434	17578	17721	17864	18007	18150
18	16289	16440	16590	16740	16891	17041	17191	17341	17492	17642	17792	17943	18093	18243	18394	18544	18694	18844	18995
19	17041	17199	17356	17514	17672	17830	17988	18146	18303	18461	18619	18777	18935	19092	19250	19408	19566	19724	19881

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
17	18293	18436	18580	18723	18866	19009	19152	19295	19438	19582	19725	19868	20011	20154	20297	20440	20584	20727
18	19145	19295	19446	19596	19746	19897	20047	20197	20347	20498	20648	20798	20949	21099	21249	21400	21550	21700
19	20039	20197	20355	20513	20671	20828	20986	21144	21302	21460	21617	21775	21933	22091	22249	22407	22564	22722

INSTRUCTOR AY 85000

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RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
17	15763	15906	16049	16192	16335	16478	16621	16765	16908	17051	17194	17337	17480	17623	17767	17910	18053	18196	18339
18	16478	16629	16779	16929	17079	17230	17380	17530	17681	17831	17981	18132	18282	18432	18582	18733	18883	19033	19184
19	17230	17388	17545	17703	17861	18019	18177	18334	18492	18650	18808	18966	19124	19281	19439	19597	19755	19913	20070
20	18019	18185	18350	18516	18682	18847	19013	19179	19344	19510	19676	19842	20007	20173	20339	20504	20670	20836	21001
21	18847	19021	19195	19369	19543	19717	19891	20065	20239	20413	20587	20761	20935	21109	21283	21457	21631	21805	21979
22	19717	19900	20083	20265	20448	20631	20813	20996	21179	21361	21544	21727	21910	22092	22275	22458	22640	22823	23006

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
17	18482	18625	18769	18912	19055	19198	19341	19484	19627	19771	19914	20057	20200	20343	20486	20629	20773	20916
18	19334	19484	19635	19785	19935	20085	20236	20386	20536	20687	20837	20987	21138	21288	21438	21588	21739	21889
19	20228	20386	20544	20702	20859	21017	21175	21333	21491	21649	21806	21964	22122	22280	22438	22595	22753	22911
20	21167	21333	21499	21664	21830	21996	22161	22327	22493	22659	22824	22990	23156	23321	23487	23653	23818	23984
21	22153	22327	22501	22675	22849	23023	23197	23371	23545	23719	23893	24067	24241	24415	24589	24763	24937	25111
22	23188	23371	23554	23736	23919	24102	24285	24467	24650	24833	25015	25198	25381	25563	25746	25929	26111	26294

INSTRUCTOR CY 85010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
20	18144	18310	18475	18641	18807	18973	19138	19304	19470	19635	19801	19967	20132	20298	20464	20630	20795	20961	21127
21	18973	19147	19320	19494	19668	19842	20016	20190	20364	20538	20712	20886	21060	21234	21408	21582	21756	21930	22104
22	19842	20025	20208	20390	20573	20756	20939	21121	21304	21487	21669	21852	22035	22217	22400	22583	22765	22948	23131
23	20756	20948	21139	21331	21523	21715	21907	22099	22290	22482	22674	22866	23058	23249	23441	23633	23825	24017	24209
24	21715	21916	22118	22319	22521	22722	22923	23125	23326	23528	23729	23930	24132	24333	24535	24736	24937	25139	25340
25	22722	22933	23145	23356	23568	23779	23991	24202	24414	24625	24837	25048	25260	25471	25683	25894	26106	26317	26529

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
20	21292	21456	21624	21789	21955	22121	22286	22452	22618	22784	22949	23115	23281	23446	23612	23778	23943	24109
21	22278	22452	22626	22800	22974	23148	23322	23496	23670	23844	24018	24192	24366	24540	24714	24888	25062	25236
22	23313	23496	23679	23861	24044	24227	24409	24592	24775	24958	25140	25323	25506	25688	25871	26054	26236	26419
23	24400	24592	24784	24976	25168	25359	25551	25743	25935	26127	26319	26510	26702	26894	27086	27278	27469	27661
24	25542	25743	25944	26146	26347	26549	26750	26951	27153	27354	27556	27757	27959	28160	28361	28563	28764	28966
25	26740	26951	27163	27374	27586	27797	28009	28220	28432	28643	28855	29066	29278	29489	29701	29912	30124	30335

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ASSISTANT PROFESSOR AY 86000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
21	19162	19336	19510	19684	19858	20032	20206	20380	20553	20727	20901	21075	21249	21423	21597	21771	21945	22119	22293
22	20032	20214	20397	20580	20762	20945	21128	21310	21493	21676	21858	22041	22224	22406	22589	22772	22954	23137	23320
23	20945	21137	21329	21520	21712	21904	22096	22288	22480	22671	22863	23055	23247	23439	23630	23822	24014	24206	24398
24	21904	22105	22307	22508	22710	22911	23113	23314	23515	23717	23918	24120	24321	24522	24724	24925	25127	25328	25529
25	22911	23123	23334	23546	23757	23968	24180	24391	24603	24814	25026	25237	25449	25660	25872	26083	26295	26506	26718
26	23968	24191	24413	24635	24857	25079	25301	25523	25745	25967	26189	26411	26633	26855	27077	27299	27521	27743	27965

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
21	22467	22641	22815	22989	23163	23337	23511	23685	23859	24033	24207	24381	24555	24729	24903	25077	25251	25425
22	23503	23685	23868	24051	24233	24416	24599	24781	24964	25147	25329	25512	25695	25877	26060	26243	26425	26608
23	24390	24781	24973	25165	25357	25549	25740	25932	26124	26316	26508	26700	26891	27083	27275	27467	27659	27850
24	25731	25932	26134	26335	26536	26738	26939	27141	27342	27544	27745	27946	28148	28349	28551	28752	28953	29155
25	26929	27141	27352	27564	27775	27987	28198	28410	28621	28833	29044	29255	29467	29678	29890	30101	30313	30524
26	28186	28410	28632	28854	29076	29298	29520	29742	29964	30186	30408	30630	30852	31074	31296	31518	31740	31962

ASSISTANT PROFESSOR CY 86010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
24	22158	22359	22561	22762	22963	23165	23366	23568	23769	23971	24172	24373	24575	24776	24978	25179	25381	25582	25783
25	23165	23376	23588	23799	24011	24222	24434	24645	24857	25068	25280	25491	25703	25914	26126	26337	26549	26760	26972
26	24222	24444	24666	24889	25111	25333	25555	25777	25999	26221	26443	26665	26887	27109	27331	27553	27775	27998	28220
27	25333	25566	25799	26032	26265	26499	26732	26965	27198	27431	27664	27898	28131	28364	28597	28830	29064	29297	29530
28	26499	26743	26988	27233	27478	27723	27968	28212	28457	28702	28947	29192	29437	29681	29926	30171	30416	30661	30906
29	27723	27980	28237	28494	28751	29008	29265	29522	29779	30036	30294	30551	30808	31065	31322	31579	31836	32093	32350

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
24	25985	26186	26388	26589	26791	26992	27193	27395	27596	27798	27999	28201	28402	28603	28805	29006	29208	29409
25	27183	27395	27606	27818	28029	28241	28452	28664	28875	29087	29298	29510	29721	29933	30144	30356	30567	30779
26	28442	28664	28886	29108	29330	29552	29774	29996	30218	30440	30662	30885	31107	31329	31551	31773	31995	32217
27	29763	29996	30229	30463	30696	30929	31162	31395	31628	31862	32095	32328	32561	32794	33028	33261	33494	33727
28	31150	31395	31640	31885	32130	32375	32619	32864	33109	33354	33599	33844	34088	34333	34578	34823	35068	35313
29	32607	32864	33121	33378	33636	33893	34150	34407	34664	34921	35178	35435	35692	35949	36206	36463	36720	36978

ASSOCIATE PROFESSOR AY 87000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
25	23291	23503	23714	23926	24137	24349	24560	24772	24983	25195	25406	25618	25829	26041	26252	26464	26675	26887	27098
26	24349	24571	24793	25015	25237	25459	25681	25903	26125	26347	26569	26792	27014	27236	27458	27680	27902	28124	28346
27	25459	25692	25925	26159	26392	26625	26858	27091	27324	27558	27791	28024	28257	28490	28724	28957	29190	29423	29656
28	26625	26870	27115	27359	27604	27849	28094	28339	28584	28829	29073	29318	29563	29808	30053	30298	30542	30787	31032
29	27849	28106	28363	28620	28877	29135	29392	29649	29906	30163	30420	30677	30934	31191	31448	31705	31962	32220	32477
30	29135	29404	29674	29944	30214	30484	30754	31024	31294	31564	31834	32104	32374	32644	32914	33184	33454	33723	33993

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
25	27310	27521	27733	27944	28156	28367	28579	28790	29002	29213	29425	29636	29848	30059	30271	30482	30694	30905
26	28568	28790	29012	29234	29456	29679	29901	30123	30345	30567	30789	31011	31233	31455	31677	31899	32121	32343
27	29889	30123	30356	30589	30822	31055	31289	31522	31755	31988	32221	32454	32688	32921	33154	33387	33620	33854
28	31277	31522	31767	32011	32256	32501	32746	32991	33236	33480	33725	33970	34215	34460	34705	34950	35194	35439
29	32734	32991	33248	33505	33762	34019	34276	34533	34790	35047	35305	35562	35819	36076	36333	36590	36847	37104
30	34263	34533	34803	35073	35343	35613	35883	36153	36423	36693	36963	37233	37503	37773	38042	38312	38582	38852

ASSOCIATE PROFESSOR CY 87010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
28	26940	27184	27429	27674	27919	28164	28409	28653	28898	29143	29388	29633	29878	30123	30367	30612	30857	31102	31347
29	28164	28421	28678	28935	29192	29449	29706	29963	30220	30478	30735	30992	31249	31506	31763	32020	32277	32534	32791
30	29449	29719	29989	30259	30529	30799	31069	31339	31609	31879	32149	32418	32688	32958	33228	33498	33768	34038	34308
31	30799	31082	31366	31649	31933	32216	32499	32783	33066	33350	33633	33917	34200	34483	34767	35050	35334	35617	35901
32	32216	32514	32811	33109	33406	33704	34002	34299	34597	34894	35192	35490	35787	36085	36382	36680	36978	37275	37573
33	33704	34017	34329	34641	34954	35266	35579	35891	36204	36516	36829	37141	37454	37766	38079	38391	38704	39016	39329

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
28	31992	31836	32081	32326	32571	32816	33061	33305	33550	33795	34040	34285	34530	34774	35019	35264	35509	35754
29	33048	33305	33562	33820	34077	34334	34591	34848	35105	35362	35619	35876	36133	36390	36647	36905	37162	37419
30	34578	34848	35118	35388	35658	35928	36198	36467	36737	37007	37277	37547	37817	38087	38357	38627	38897	39167
31	36184	36467	36751	37034	37318	37601	37885	38168	38451	38735	39018	39302	39585	39869	40152	40436	40719	41002
32	37870	38168	38466	38763	39061	39358	39656	39954	40251	40549	40846	41144	41442	41739	42037	42334	42632	42930
33	39641	39954	40266	40579	40891	41204	41516	41829	42141	42454	42766	43078	43391	43703	44016	44328	44641	44953

PROFESSOR I AY 88000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
30	29703	29973	30243	30513	30783	31052	31322	31592	31862	32132	32402	32672	32942	33212	33482	33752	34022	34292	34562
31	31052	31336	31619	31903	32186	32470	32753	33037	33320	33603	33887	34170	34454	34737	35021	35304	35588	35871	36155
32	32470	32767	33065	33363	33660	33958	34255	34553	34851	35148	35446	35744	36041	36339	36636	36934	37232	37529	37827
33	33938	34270	34583	34895	35208	35520	35833	36145	36458	36770	37083	37395	37708	38020	38333	38645	38958	39270	39583
34	35520	35848	36177	36505	36833	37161	37489	37817	38145	38473	38802	39130	39458	39786	40114	40442	40770	41098	41427

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
30	34832	35102	35372	35642	35912	36182	36451	36721	36991	37261	37531	37801	38071	38341	38611	38881	39151	39421
31	36438	36721	37005	37288	37572	37855	38139	38422	38706	38989	39272	39556	39839	40123	40406	40690	40973	41257
32	38124	38422	38720	39017	39315	39613	39910	40208	40505	40803	41101	41398	41696	41994	42291	42589	42886	43184
33	39895	40208	40520	40833	41145	41458	41770	42083	42395	42708	43020	43333	43645	43958	44270	44583	44895	45208
34	41755	42083	42411	42739	43067	43395	43723	44052	44380	44708	45036	45364	45692	46020	46348	46677	47005	47333

PROFESSOR I CY 88010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
33	34273	34586	34898	35211	35523	35836	36148	36461	36773	37086	37398	37711	38023	38336	38648	38961	39273	39586	39898
34	35836	36164	36492	36820	37148	37476	37804	38132	38461	38789	39117	39445	39773	40101	40429	40758	41086	41414	41742
35	37476	37821	38165	38510	38854	39199	39543	39888	40233	40577	40922	41266	41611	41955	42300	42644	42989	43333	43678
36	39199	39561	39922	40284	40646	41008	41369	41731	42093	42455	42817	43178	43540	43902	44264	44625	44987	45349	45711
37	41008	41388	41767	42147	42527	42907	43287	43667	44047	44426	44806	45186	45566	45946	46326	46705	47085	47465	47845

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
33	40211	40523	40836	41148	41461	41773	42086	42398	42711	43023	43336	43648	43961	44273	44586	44898	45211	45523
34	42070	42398	42726	43054	43383	43711	44039	44367	44695	45023	45351	45679	46008	46336	46664	46992	47320	47648
35	44022	44367	44711	45056	45401	45745	46090	46434	46779	47123	47468	47812	48157	48501	48846	49190	49535	49880
36	46072	46434	46796	47158	47519	47881	48243	48605	48967	49328	49690	50052	50414	50775	51137	51499	51861	52222
37	48225	48605	48985	49364	49744	50124	50504	50884	51264	51644	52023	52403	52783	53163	53543	53923	54303	54682

PROFESSOR II AV 89000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
37	41917	41897	42277	42657	43037	43417	43796	44176	44556	44936	45316	45696	46076	46456	46836	47216	47596	47975	48355
38	43417	43815	44214	44613	45012	45411	45810	46209	46608	47007	47406	47805	48203	48602	49001	49400	49799	50198	50597
39	45411	45830	46249	46668	47086	47505	47924	48343	48762	49181	49600	50018	50437	50856	51275	51694	52113	52532	52950

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
37	48735	49115	49495	49875	50255	50635	51015	51395	51775	52154	52534	52914	53294	53674	54054	54434	54814
38	50996	51395	51794	52192	52591	52990	53389	53788	54187	54586	54985	55384	55783	56181	56580	56979	57378
39	53369	53788	54207	54626	55045	55463	55882	56301	56720	57139	57558	57977	58395	58814	59000		

PROFESSOR II CV 89010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
40	47623	48062	48502	48942	49381	49821	50261	50700	51140	51580	52020	52459	52899	53339	53778	54218	54658	55098	55537
41	49821	50283	50744	51206	51668	52130	52591	53053	53515	53976	54438	54900	55361	55823	56285	56746	57208	57670	58131
42	52130	52614	53099	53584	54069	54553	55038	55523	56008	56492	56977	57462	57947	58432	58916	59000			

RANGE	STEP 20	21	22	23	24	25	26	27
40	55977	56417	56856	57296	57736	58175	58615	59000
41	58593	59000						

SPECIAL PROFESSORIAL TITLES

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
43	52129	52614	53099	53584	54069	54553	55038	55523	56008	56492	56977	57462	57947	58432	58916	59401	59886	60371	60855

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
43	61340	61825	62310	62794	63279	63764	64249	64734	65218	65703	66188	66673	67157	67642	68127	68612	69097

ASSISTANT PROFESSOR LAW 96140, 96150

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
28	26791	26996	27240	27485	27730	27975	28220	28465	28709	28954	29199	29444	29689	29934	30178	30423	30668	30913	31158
29	27975	28232	28489	28746	29003	29260	29517	29774	30032	30289	30546	30803	31060	31317	31574	31831	32088	32345	32602
30	29260	29530	29800	30070	30340	30610	30880	31150	31420	31690	31960	32230	32499	32769	33039	33309	33579	33849	34119

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
28	31403	31647	31892	32137	32382	32627	32872	33116	33361	33606	33851	34096	34341	34586	34830	35075	35320	35565
29	32859	33116	33374	33631	33888	34145	34402	34659	34916	35173	35430	35687	35944	36201	36459	36716	36973	37230
30	34389	34659	34929	35199	35469	35739	36009	36279	36549	36818	37088	37358	37628	37898	38168	38438	38708	38978

ASSOCIATE PROFESSOR LAW 97140, 97150

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
31	30926	31209	31492	31776	32059	32343	32626	32910	33193	33477	33760	34043	34327	34610	34894	35177	35461	35744	36027
32	32343	32640	32938	33236	33533	33831	34128	34426	34724	35021	35319	35616	35914	36212	36509	36807	37105	37402	37700
33	33831	34143	34456	34768	35081	35393	35706	36018	36331	36643	36956	37268	37581	37893	38206	38518	38831	39143	39456

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
31	36311	36594	36878	37161	37445	37728	38012	38295	38578	38862	39145	39429	39712	39996	40279	40562	40846	41129
32	37997	38295	38593	38890	39188	39485	39783	40081	40378	40676	40973	41271	41569	41866	42164	42462	42759	43057
33	39768	40081	40393	40706	41018	41331	41643	41956	42268	42581	42893	43206	43518	43831	44143	44456	44768	45080

PROFESSOR I LAW 98160.98170

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
34	35961	36289	36617	36945	37273	37601	37929	38257	38586	38914	39242	39570	39898	40226	40554	40882	41211	41539	41867
35	37601	37946	38290	38635	38979	39324	39668	40013	40357	40702	41047	41391	41736	42080	42425	42769	43114	43458	43803
36	39324	39686	40047	40409	40771	41133	41494	41856	42218	42580	42941	43303	43665	44027	44388	44750	45112	45474	45835

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
34	42195	42523	42851	43179	43507	43836	44164	44492	44820	45148	45476	45804	46132	46461	46789	47117	47445	47773
35	44147	44492	44836	45181	45525	45870	46214	46559	46903	47248	47593	47937	48282	48626	48971	49315	49660	50004
36	46197	46559	46921	47282	47644	48006	48368	48729	49091	49453	49815	50176	50538	50900	51262	51623	51985	52347

PROFESSOR II LAW 99040.99060

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
38	43535	43933	44332	44731	45130	45529	45928	46326	46725	47124	47523	47922	48320	48719	49118	49517	49916	50315	50713
39	45529	45947	46366	46785	47204	47623	48041	48460	48879	49298	49716	50135	50554	50973	51391	51810	52229	52648	53066
40	47623	48062	48502	48942	49381	49821	50261	50700	51140	51580	52020	52459	52899	53339	53778	54218	54658	55097	55537
41	49821	50283	50744	51206	51668	52129	52591	53053	53515	53976	54438	54900	55361	55823	56285	56746	57208	57670	58131
42	52129	52614	53099	53584	54069	54553	55038	55523	56008	56492	56977	57462	57947	58432	58916	59000			

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
38	51112	51511	51910	52309	52708	53106	53505	53904	54303	54702	55100	55499	55898	56297	56696	57095	57493
39	53485	53904	54323	54742	55160	55579	55998	56417	56835	57254	57673	58092	58510	58929	59000		
40	55977	56417	56856	57296	57736	58175	58615	59000									
41	58593	59000															

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ASSISTANT INSTRUCTOR AY 84000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
14	13969	14097	14224	14351	14479	14606	14733	14861	14988	15116	15243	15370	15498	15625	15752	15880	16007	16135	16262
15	14606	14740	14874	15007	15141	15275	15409	15542	15676	15810	15943	16077	16211	16345	16478	16612	16746	16880	17013
16	15275	15415	15556	15696	15836	15977	16117	16258	16398	16539	16679	16819	16960	17100	17241	17381	17522	17662	17802

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
14	16389	16517	16644	16771	16899	17026	17153	17281	17408	17536	17663	17790	17918	18045	18172	18300	18427	18555
15	17147	17281	17415	17548	17682	17816	17950	18083	18217	18351	18484	18618	18752	18886	19019	19153	19287	19421
16	17943	18083	18224	18364	18505	18645	18785	18926	19066	19207	19347	19488	19628	19768	19909	20049	20190	20330

ASSISTANT INSTRUCTOR CY 84010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
17	16041	16188	16336	16483	16631	16778	16925	17073	17220	17368	17515	17663	17810	17958	18105	18252	18400	18547	18695
18	16778	16933	17088	17242	17397	17552	17707	17862	18016	18171	18326	18481	18636	18791	18945	19100	19255	19410	19565
19	17552	17715	17877	18040	18202	18365	18527	18690	18852	19015	19178	19340	19503	19665	19828	19990	20153	20315	20478

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
17	18842	18990	19137	19284	19432	19579	19727	19874	20022	20169	20316	20464	20611	20759	20906	21054	21201	21349
18	19719	19874	20029	20184	20339	20493	20648	20803	20958	21113	21267	21422	21577	21732	21887	22041	22196	22351
19	20640	20803	20966	21128	21291	21453	21616	21778	21941	22103	22266	22429	22591	22754	22916	23079	23241	23404

INSTRUCTOR AY 85000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
17	16235	16383	16530	16678	16825	16973	17120	17267	17415	17562	17710	17857	18005	18152	18300	18447	18594	18742	18889
18	16973	17127	17282	17437	17592	17747	17901	18056	18211	18366	18521	18675	18830	18985	19140	19295	19450	19604	19759
19	17747	17909	18072	18234	18397	18559	18722	18884	19047	19210	19372	19535	19697	19860	20022	20185	20347	20510	20673
20	18559	18730	18901	19071	19242	19413	19583	19754	19925	20095	20266	20437	20607	20778	20949	21120	21290	21461	21632
21	19413	19592	19771	19950	20130	20309	20488	20667	20846	21026	21205	21384	21563	21742	21922	22101	22280	22459	22639
22	20309	20497	20685	20873	21061	21250	21438	21626	21814	22002	22191	22379	22567	22755	22943	23131	23320	23508	23696

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
17	19037	19184	19332	19479	19626	19774	19921	20069	20216	20364	20511	20658	20806	20953	21101	21248	21396	21543
18	19914	20069	20224	20378	20533	20688	20843	20998	21152	21307	21462	21617	21772	21926	22081	22236	22391	22546
19	20835	20998	21160	21323	21485	21648	21810	21973	22135	22298	22461	22623	22786	22948	23111	23273	23436	23598
20	21802	21973	22144	22314	22485	22656	22826	22997	23168	23338	23509	23680	23850	24021	24192	24362	24533	24704
21	22818	22997	23176	23355	23535	23714	23893	24072	24251	24431	24610	24789	24968	25147	25327	25506	25685	25864
22	23884	24072	24260	24449	24637	24825	25013	25201	25389	25578	25766	25954	26142	26330	26518	26707	26895	27083

INSTRUCTOR CY 85010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
20	18688	18859	19030	19200	19371	19542	19712	19883	20054	20224	20395	20566	20736	20907	21078	21248	21419	21590	21760
21	19542	19721	19900	20079	20259	20438	20617	20796	20975	21155	21334	21513	21692	21871	22051	22230	22409	22588	22767
22	20438	20626	20814	21002	21190	21379	21567	21755	21943	22131	22319	22507	22696	22884	23072	23260	23448	23636	23825
23	21379	21576	21774	21971	22169	22366	22564	22762	22959	23157	23354	23552	23749	23947	24145	24342	24540	24737	24935
24	22366	22574	22781	22989	23196	23404	23611	23819	24026	24233	24441	24648	24856	25063	25271	25478	25686	25893	26100
25	23404	23621	23839	24057	24275	24493	24711	24928	25146	25364	25582	25800	26017	26235	26453	[illegible]71	26889	27107	27324

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
20	21931	22102	22272	22443	22614	22784	22955	23126	23296	23467	23638	23808	23979	24150	24320	24491	24662	24832
21	22947	23126	23305	23484	23663	23843	24022	24201	24380	24559	24739	24918	25097	25276	25455	25635	25814	25993
22	24013	24201	24389	24577	24765	24954	25142	25330	25518	25706	25894	26083	26271	26459	26647	26835	27023	27212
23	25132	25330	25527	25725	25923	26120	26318	26515	26713	26910	27108	27306	27503	27701	27898	28096	28293	28491
24	26308	26515	26723	26930	27138	27345	27553	27760	27967	28175	28382	28590	28797	29005	29212	29420	29627	29835
25	27542	27760	27978	28196	28414	28631	28849	29067	29285	29503	29720	29938	30156	30374	30592	30810	31027	31245

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ASSISTANT PROFESSOR AY 86000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
21	19736	19916	20095	20274	20453	20632	20812	20991	21170	21349	21529	21708	21887	22066	22245	22425	22604	22783	22962
22	20632	20821	21009	21197	21385	21573	21761	21950	22138	22326	22514	22702	22890	23079	23267	23455	23643	23831	24019
23	21573	21771	21968	22166	22364	22561	22759	22956	23154	23351	23549	23747	23944	24142	24339	24537	24734	24932	25130
24	22561	22769	22976	23184	23391	23598	23806	24013	24221	24428	24636	24843	25051	25258	25465	25673	25880	26088	26295
25	23598	23816	24034	24252	24470	24688	24905	25123	25341	25559	25777	25994	26212	26430	26648	26866	27084	27301	27519
26	24688	24916	25145	25374	25602	25831	26060	26289	26517	26746	26975	27203	27432	27661	27890	28118	28347	28576	28804

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
21	23141	23321	23500	23679	23858	24037	24217	24396	24575	24754	24933	25113	25292	25471	25650	25829	26009	26188
22	24208	24396	24584	24772	24960	25148	25337	25525	25713	25901	26089	26277	26466	26654	26842	27030	27218	27406
23	25327	25525	25722	25920	26117	26315	26513	26710	26908	27105	27303	27500	27698	27896	28093	28291	28488	28686
24	26503	26710	26918	27125	27333	27540	27747	27955	28162	28370	28577	28785	28992	29200	29407	29615	29822	30029
25	27737	27955	28173	28391	28608	28826	29044	29262	29480	29697	29915	30133	30351	30569	30787	31004	31222	31440
26	29033	29262	29491	29719	29948	30177	30405	30634	30863	31092	31320	31549	31778	32006	32235	32464	32693	32921

ASSISTANT PROFESSOR CY 86010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
24	22822	23030	23237	23445	23652	23860	24067	24275	24482	24690	24897	25105	25312	25520	25727	25934	26142	26349	26557
25	23860	24078	24295	24513	24731	24949	25167	25385	25603	25820	26038	26256	26474	26692	26910	27127	27345	27563	27781
26	24949	25178	25406	25635	25864	26093	26321	26550	26779	27008	27236	27465	27694	27923	28151	28380	28609	28837	29066
27	26093	26333	26573	26813	27053	27294	27534	27774	28014	28254	28494	28735	28975	29215	29455	29695	29935	30176	30416
28	27294	27546	27798	28050	28302	28554	28807	29059	29311	29563	29815	30068	30320	30572	30824	31076	31328	31581	31833
29	28554	28819	29084	29349	29614	29878	30143	30408	30673	30938	31202	31467	31732	31997	32261	32526	32791	33056	33321

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
24	26764	26972	27179	27387	27594	27802	28009	28217	28424	28632	28839	29047	29254	29461	29669	29876	30084	30291
25	27999	28217	28434	28652	28870	29088	29306	29524	29742	29959	30177	30395	30613	30831	31049	31266	31484	31702
26	29295	29524	29752	29981	30210	30439	30667	30896	31125	31354	31582	31811	32040	32269	32497	32726	32955	33183
27	30656	30896	31136	31376	31617	31857	32097	32337	32577	32817	33058	33298	33538	33778	34018	34259	34499	34739
28	32085	32337	32589	32842	33094	33346	33598	33850	34102	34355	34607	34859	35111	35363	35615	35868	36120	36372
29	33585	33850	34115	34380	34645	34909	35174	35439	35704	35969	36233	36498	36763	37028	37292	37557	37822	38087

ASSOCIATE PROFESSOR AY 87000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
25	23990	24208	24426	24643	24861	25079	25297	25515	25733	25951	26168	26386	26604	26822	27040	27258	27475	27693	27911
26	25079	25308	25537	25765	25994	26223	26452	26680	26909	27138	27367	27595	27824	28053	28281	28510	28739	28968	29196
27	26223	26463	26703	26943	27184	27424	27664	27904	28144	28384	28625	28865	29105	29345	29585	29825	30066	30306	30546
28	27424	27676	27928	28180	28432	28685	28937	29189	29441	29693	29946	30198	30450	30702	30954	31206	31459	31711	31963
29	28685	28949	29214	29479	29744	30009	30273	30538	30803	31068	31333	31597	31862	32127	32392	32657	32921	33186	33451
30	30009	30287	30565	30843	31121	31399	31677	31955	32233	32511	32789	33067	33345	33623	33901	34179	34457	34735	35013

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
25	28129	28347	28565	28783	29000	29218	29436	29654	29872	30090	30307	30525	30743	30961	31179	31397	31615	31832
26	29425	29654	29883	30111	30340	30569	30798	31026	31255	31484	31713	31941	32170	32399	32628	32856	33085	33314
27	30786	31026	31267	31507	31747	31987	32227	32467	32708	32948	33188	33428	33668	33908	34149	34389	34629	34869
28	32215	32467	32720	32972	33224	33476	33728	33981	34233	34485	34737	34989	35241	35494	35746	35998	36250	36502
29	33716	33981	34245	34510	34775	35040	35304	35569	35834	36099	36364	36628	36893	37158	37423	37688	37952	38217
30	35291	35569	35847	36125	36403	36681	36959	37237	37516	37794	38072	38350	38628	38906	39184	39462	39740	40018

ASSOCIATE PROFESSOR CY 87010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
28	27748	28000	28252	28504	28757	29009	29261	29513	29765	30017	30270	30522	30774	31026	31278	31531	31783	32035	32287
29	29009	29274	29538	29803	30068	30333	30597	30862	31127	31392	31657	31921	32186	32451	32716	32981	33245	33510	33775
30	30333	30611	30889	31167	31445	31723	32001	32279	32557	32835	33113	33391	33669	33947	34225	34503	34781	35059	35337
31	31723	32015	32307	32599	32891	33183	33474	33766	34058	34350	34642	34934	35226	35518	35810	36102	36394	36686	36978
32	33182	33489	33796	34102	34409	34715	35022	35328	35635	35941	36248	36554	36861	37167	37474	37780	38087	38394	38700
33	34715	35037	35359	35681	36003	36324	36646	36968	37290	37612	37934	38256	38577	38899	39221	39543	39865	40187	40509

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
28	32539	32791	33044	33296	33548	33800	34052	34305	34557	34809	35061	35313	35565	35818	36070	36322	36574	36826
29	34040	34305	34569	34834	35099	35364	35629	35893	36158	36423	36688	36952	37217	37482	37747	38012	38276	38541
30	35615	35893	36171	36449	36727	37005	37283	37562	37840	38118	38396	38674	38952	39230	39508	39786	40064	40342
31	37270	37562	37853	38145	38437	38729	39021	39313	39605	39897	40189	40481	40773	41065	41357	41649	41941	42232
32	39007	39313	39620	39926	40233	40539	40846	41152	41459	41765	42072	42378	42685	42991	43298	43605	43911	44218
33	40830	41152	41474	41796	42118	42440	42762	43083	43405	43727	44049	44371	44693	45015	45336	45658	45980	46302

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PROFESSOR I AY 88000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
30	30594	30872	31150	31428	31706	31984	32262	32540	32818	33096	33374	33652	33930	34208	34486	34765	35043	35321	35599
31	31984	32276	32568	32860	33152	33444	33736	34028	34320	34612	34904	35195	35487	35779	36071	36363	36655	36947	37239
32	33444	33750	34057	34363	34670	34977	35283	35590	35896	36203	36509	36816	37122	37429	37735	38042	38349	38655	38962
33	34977	35298	35620	35942	36264	36586	36908	37230	37552	37873	38195	38517	38839	39161	39483	39805	40127	40448	40770
34	36586	36924	37262	37600	37938	38276	38614	38952	39290	39628	39966	40304	40642	40980	41317	41655	41993	42331	42669

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
30	30877	36155	36433	36711	36989	37267	37545	37823	38101	38379	38657	38935	39213	39491	39769	40047	40326	40604
31	37531	37823	38115	38407	38699	38991	39283	39575	39867	40159	40451	40743	41035	41326	41618	41910	42202	42494
32	39268	39575	39881	40188	40494	40801	41108	41414	41721	42027	42334	42640	42947	43253	43560	43866	44173	44480
33	41092	41414	41736	42058	42380	42702	43023	43345	43667	43989	44311	44633	44955	45277	45598	45920	46242	46564
34	43007	43345	43683	44021	44359	44697	45035	45373	45711	46049	46387	46725	47063	47401	47739	48077	48415	48753

PROFESSOR I CY 88010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
33	35301	35623	35945	36267	36589	36911	37233	37554	37876	38198	38520	38842	39164	39486	39808	40129	40451	40773	41095
34	36911	37249	37587	37925	38263	38601	38938	39276	39614	39952	40290	40628	40966	41304	41642	41980	42318	42656	42994
35	38600	38955	39310	39665	40020	40375	40730	41085	41439	41794	42149	42504	42859	43214	43569	43924	44278	44633	44988
36	40375	40747	41120	41493	41865	42238	42611	42983	43356	43728	44101	44474	44846	45219	45591	45964	46337	46709	47082
37	42238	42629	43020	43412	43803	44194	44585	44977	45368	45759	46150	46542	46933	47324	47715	48107	48498	48889	49280

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
33	41417	41739	42061	42383	42701	43026	43348	43670	43992	44314	44636	44958	45280	45601	45923	46245	46567	46889
34	43332	43670	44008	44346	44684	45022	45360	45698	46036	46374	46712	47050	47388	47726	48064	48402	48740	49078
35	45343	45698	46053	46408	46763	47117	47472	47827	48182	48537	48892	49247	49602	49956	50311	50666	51021	51376
36	47455	47827	48200	48572	48945	49318	49690	50063	50436	50808	51181	51553	51926	52299	52671	53044	53416	53789
37	49672	50063	50454	50845	51237	51628	52019	52410	52802	53193	53584	53975	54367	54758	55149	55540	55932	56323

PROFESSOR II AY 89000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
37	42763	43154	43545	43936	44328	44719	45110	45502	45893	46284	46676	47067	47458	47850	48241	48632	49023	49415	49806
38	44719	45130	45541	45952	46363	46773	47184	47595	48006	48417	48828	49239	49650	50060	50471	50882	51293	51704	52115
39	46773	47205	47636	48068	48499	48931	49362	49793	50225	50656	51088	51519	51950	52382	52813	53245	53676	54107	54539

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
37	50197	50589	50980	51371	51763	52154	52545	52936	53328	53719	54110	54502	54893	55284	55676	56067	56458
38	52526	52936	53347	53758	54169	54580	54991	55402	55813	56223	56634	57045	57456	57867	58278	58689	59100
39	54970	55402	55833	56265	56696	57127	57559	57990	58422	58853	59284	59716	60147	60579	60770		

PROFESSOR II CY 89010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
40	49051	49504	49957	50410	50863	51316	51769	52222	52674	53127	53580	54033	54486	54939	55392	55845	56298	56750	57203
41	51316	51791	52267	52742	53218	53693	54169	54644	55120	55596	56071	56547	57022	57498	57973	58449	58924	59400	59875
42	53693	54193	54692	55191	55691	56190	56689	57189	57688	58187	58687	59186	59685	60185	60684	60770			

RANGE	STEP 20	21	22	23	24	25	26	27
40	57656	58109	58562	59015	59468	59921	60374	60770
41	60351	60770						

SPECIAL PROFESSORIAL TITLES

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
43	53693	54193	54692	55191	55691	56190	56689	57189	57688	58187	58687	59186	59685	60184	60684	61183	61682	62182	62681

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
43	63180	63680	64179	64678	65178	65677	66176	66676	67175	67674	68174	68673	69172	69671	70171	70670	71169

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ASSISTANT PROFESSOR LAW 96140, 96150

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
28	27953	27805	28058	28310	28562	28814	29066	29319	29571	29823	30075	30327	30579	30832	31084	31336	31588	31840	32093
29	28814	29079	29344	29609	29873	30138	30403	30668	30932	31197	31462	31727	31992	32256	32521	32786	33051	33316	33580
30	30138	30416	30694	30972	31250	31528	31806	32084	32362	32640	32918	33196	33474	33753	34031	34309	34587	34865	35143

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
28	32345	32597	32849	33101	33353	33606	33858	34110	34362	34614	34867	35119	35371	35623	35875	36127	36380	36632
29	33845	34110	34375	34640	34904	35169	35434	35699	35964	36228	36493	36758	37023	37287	37552	37817	38082	38347
30	35421	35699	35977	36255	36533	36811	37089	37367	37645	37923	38201	38479	38757	39035	39313	39591	39869	40147

ASSOCIATE PROFESSOR LAW 97140, 97150

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
31	31853	32145	32437	32729	33021	33313	33605	33897	34189	34481	34773	35065	35357	35649	35941	36232	36524	36816	37108
32	33313	33620	33926	34233	34539	34846	35152	35459	35765	36072	36378	36685	36992	37298	37605	37911	38218	38524	38831
33	34846	35168	35489	35811	36133	36455	36777	37099	37421	37743	38064	38386	38708	39030	39352	39674	39996	40317	40639

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
31	37400	37692	37984	38276	38568	38860	39152	39444	39736	40028	40320	40612	40904	41195	41487	41779	42071	42363
32	39137	39444	39750	40057	40363	40670	40977	41283	41590	41896	42203	42509	42816	43122	43429	43735	44042	44348
33	40961	41283	41605	41927	42249	42571	42892	43214	43536	43858	44180	44502	44824	45145	45467	45789	46111	46433

PROFESSOR I LAN 98160, 98170

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
34	37039	37377	37715	38053	38391	38729	39067	39405	39743	40081	40419	40757	41095	41433	41771	42109	42447	42785	43123
35	38729	39084	39439	39794	40149	40504	40858	41213	41568	41923	42278	42633	42988	43342	43697	44052	44407	44762	45117
36	40504	40876	41249	41621	41994	42367	42739	43112	43484	43857	44230	44602	44975	45347	45720	46093	46465	46838	47210

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
34	43461	43799	44137	44475	44813	45151	45489	45827	46164	46502	46840	47178	47516	47854	48192	48530	48868	49206
35	45472	45827	46181	46536	46891	47246	47601	47956	48311	48665	49020	49375	49730	50085	50440	50795	51149	51504
36	47383	47756	48128	48701	49074	49446	49819	50191	50564	50937	51309	51682	52054	52427	52800	53172	53545	53917

PROFESSOR II LAN 99040, 99050

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
38	44841	45251	45662	46073	46484	46895	47305	47716	48127	48538	48949	49359	49770	50181	50592	51002	51413	51824	52235
39	46895	47326	47757	48189	48620	49051	49483	49914	50345	50777	51208	51639	52071	52502	52933	53364	53796	54227	54658
40	49051	49504	49957	50410	50863	51316	51769	52221	52674	53127	53580	54033	54486	54939	55392	55845	56298	56750	57203
41	51316	51791	52267	52742	53218	53693	54169	54644	55120	55596	56071	56547	57022	57498	57973	58449	58924	59400	59875
42	53693	54193	54692	55191	55691	56190	56689	57189	57688	58187	58687	59186	59685	60184	60684	60770			

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
38	52646	53056	53467	53878	54289	54700	55110	55521	55932	56343	56753	57164	57575	57986	58397	58807	59218
39	55090	55521	55952	56384	56815	57246	57678	58109	58540	58972	59403	59834	60266	60697	60770		
40	57636	58109	58582	59015	59468	59921	60374	60770									
41	60351	60770															

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APPENDIX C

RUTGERS, THE STATE UNIVERSITY, OFFICE OF UNIVERSITY PERSONNEL

I. Academic Salaries Effective July 1, 1984

ASSISTANT INSTRUCTOR AY 84000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
14	14388	14520	14651	14782	14913	15044	15175	15307	15438	15569	15700	15831	15963	16094	16225	16356	16487	16619	16750
15	15044	15182	15320	15458	15595	15733	15871	16009	16146	16284	16422	16560	16697	16835	16973	17111	17248	17386	17524
16	15733	15878	16022	16167	16312	16456	16601	16745	16890	17035	17179	17324	17469	17613	17758	17903	18047	18192	18336

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
14	16881	17012	17143	17275	17406	17537	17668	17799	17930	18062	18193	18324	18455	18586	18718	18849	18980	19111	19242
15	17662	17799	17937	18075	18213	18350	18488	18626	18764	18901	19039	19177	19315	19452	19590	19728	19866	20003	20141
16	18481	18626	18770	18915	19060	19204	19349	19494	19638	19783	19928	20072	20217	20361	20506	20651	20795	20940	21085

ASSISTANT INSTRUCTOR CY 84010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
17	16522	16674	16826	16978	17129	17281	17433	17585	17737	17889	18041	18193	18344	18496	18648	18800	18952	19104	19256
18	17281	17441	17600	17760	17919	18079	18238	18398	18557	18716	18876	19035	19195	19354	19514	19673	19833	19992	20151
19	18079	18246	18413	18581	18748	18916	19083	19251	19418	19585	19753	19920	20088	20255	20423	20590	20757	20925	21092

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
17	19407	19559	19711	19863	20015	20167	20319	20470	20622	20774	20926	21078	21230	21382	21533	21685	21837	21989	22141
18	20311	20470	20630	20789	20949	21108	21268	21427	21587	21746	21905	22065	22224	22384	22543	22703	22862	23022	23181
19	21260	21427	21595	21762	21929	22097	22264	22432	22599	22767	22934	23101	23269	23436	23604	23771	23938	24106	24273

INSTRUCTOR AY 85000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
17	16722	16874	17026	17178	17330	17482	17634	17785	17937	18089	18241	18393	18545	18697	18848	19000	19152	19304	19456
18	17482	17641	17801	17960	18120	18279	18438	18598	18757	18917	19076	19236	19395	19555	19714	19874	20033	20192	20352
19	18279	18446	18614	18781	18949	19116	19284	19451	19618	19786	19953	20121	20288	20456	20623	20790	20958	21125	21293
20	19116	19292	19468	19644	19819	19995	20171	20347	20523	20698	20874	21050	21226	21402	21577	21753	21929	22105	22280
21	19995	20180	20364	20549	20733	20918	21103	21287	21472	21656	21841	22026	22210	22395	22579	22764	22949	23133	23318
22	20918	21112	21306	21500	21693	21887	22081	22275	22469	22662	22856	23050	23244	23438	23631	23825	24019	24213	24407

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
17	19608	19760	19912	20063	20215	20367	20519	20671	20823	20975	21126	21278	21430	21582	21734	21886	22038	22189	22341
18	20511	20671	20830	20990	21149	21309	21468	21628	21787	21946	22106	22265	22425	22584	22744	22903	23063	23222	23382
19	21460	21628	21795	21962	22130	22297	22465	22632	22800	22967	23134	23302	23469	23637	23804	23971	24139	24306	24474
20	22456	22632	22808	22984	23159	23335	23511	23687	23863	24038	24214	24390	24566	24742	24917	25093	25269	25445	25621
21	23502	23687	23871	24056	24241	24425	24610	24794	24979	25164	25348	25533	25717	25902	26086	26271	26456	26640	26825
22	24601	24794	24988	25182	25376	25570	25763	25957	26151	26345	26539	26733	26926	27120	27314	27508	27702	27895	28089

INSTRUCTOR CY 85010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
20	19249	19425	19601	19776	19952	20128	20304	20480	20655	20831	21007	21183	21358	21534	21710	21886	22062	22237	22413
21	20128	20313	20497	20682	20866	21051	21235	21420	21605	21789	21974	22158	22343	22527	22712	22897	23081	23266	23450
22	21051	21245	21438	21632	21826	22020	22214	22407	22601	22795	22989	23183	23377	23570	23764	23958	24152	24346	24539
23	22020	22223	22427	22630	22834	23037	23241	23444	23648	23851	24055	24258	24462	24665	24869	25072	25276	25479	25683
24	23037	23251	23465	23678	23892	24106	24319	24533	24747	24960	25174	25388	25601	25815	26029	26242	26456	26670	26883
25	24106	24330	24554	24779	25003	25228	25452	25676	25901	26125	26349	26574	26798	27022	27247	27471	27695	27920	28144

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
20	22589	22765	22941	23116	23292	23468	23644	23820	23995	24171	24347	24523	24699	24874	25050	25226	25402	25577	25753
21	23635	23820	24004	24189	24373	24558	24742	24927	25112	25296	25481	25665	25850	26034	26219	26404	26588	26773	26957
22	24733	24927	25121	25315	25508	25702	25896	26090	26284	26477	26671	26865	27059	27253	27446	27640	27834	28028	28222
23	25886	26090	26293	26497	26700	26904	27107	27311	27514	27718	27921	28125	28328	28532	28735	28939	29142	29346	29549
24	27097	27311	27524	27738	27952	28166	28379	28593	28807	29020	29234	29448	29661	29875	30089	30302	30516	30730	30943
25	28368	28593	28817	29042	29266	29490	29715	29939	30163	30388	30612	30836	31061	31285	31509	31734	31958	32183	32407

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RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
21	20329	20513	20698	20882	21067	21251	21436	21621	21805	21990	22174	22359	22544	22728	22913	23097	23282	23466	23651
22	21251	21445	21639	21833	22027	22221	22414	22608	22802	22996	23190	23383	23577	23771	23965	24159	24352	24546	24740
23	22221	22424	22628	22831	23035	23238	23442	23645	23849	24052	24256	24459	24663	24866	25070	25273	25477	25680	25884
24	23238	23452	23665	23879	24093	24306	24520	24734	24947	25161	25375	25588	25802	26016	26229	26443	26657	26870	27084
25	24306	24531	24755	24979	25204	25428	25653	25877	26101	26326	26550	26774	26999	27223	27447	27672	27896	28120	28345
26	25420	25664	25899	26135	26370	26606	26842	27077	27313	27548	27784	28020	28255	28491	28726	28962	29197	29433	29669

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
21	23836	24020	24205	24389	24574	24758	24943	25128	25312	25497	25681	25866	26051	26235	26420	26604	26789	26973	27158
22	24934	25128	25321	25515	25709	25903	26097	26291	26484	26678	26872	27066	27260	27453	27647	27841	28035	28229	28422
23	26087	26291	26494	26698	26901	27105	27308	27512	27715	27919	28122	28326	28529	28733	28936	29140	29343	29547	29750
24	27298	27512	27725	27939	28153	28366	28580	28794	29007	29221	29435	29648	29862	30076	30289	30503	30717	30930	31144
25	28569	28794	29018	29242	29467	29691	29915	30140	30364	30588	30813	31037	31261	31486	31710	31935	32159	32383	32608
26	29904	30140	30375	30611	30846	31082	31318	31553	31789	32024	32260	32495	32731	32967	33202	33438	33673	33909	34145

ASSISTANT PROFESSOR CY 86010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
24	23507	23721	23934	24148	24362	24576	24789	25003	25217	25430	25644	25858	26071	26285	26499	26713	26926	27140	27354
25	24576	24800	25024	25249	25473	25697	25922	26146	26371	26595	26819	27044	27268	27492	27717	27941	28166	28390	28614
26	25697	25933	26169	26404	26640	26875	27111	27347	27582	27818	28053	28289	28525	28760	28996	29231	29467	29703	29938
27	26875	27123	27370	27618	27865	28112	28360	28607	28854	29102	29349	29597	29844	30091	30339	30586	30833	31081	31328
28	28112	28372	28632	28892	29151	29411	29671	29931	30190	30450	30710	30970	31229	31489	31749	32009	32268	32528	32788
29	29411	29684	29957	30229	30502	30775	31047	31320	31593	31866	32138	32411	32684	32957	33229	33502	33775	34048	34320

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
24	27567	27781	27995	28208	28422	28636	28849	29063	29277	29491	29704	29918	30132	30345	30559	30773	30986	31200	31414
25	28839	29063	29288	29512	29736	29961	30185	30409	30634	30858	31083	31307	31531	31756	31980	32204	32429	32653	32878
26	30174	30409	30645	30881	31116	31352	31587	31823	32059	32294	32530	32765	33001	33237	33472	33708	33943	34179	34415
27	31576	31823	32070	32318	32565	32813	33060	33307	33555	33802	34049	34297	34544	34792	35039	35286	35534	35781	36028
28	33048	33307	33567	33827	34086	34346	34606	34866	35125	35385	35645	35905	36164	36424	36684	36944	37203	37463	37723
29	34593	34866	35138	35411	35684	35957	36229	36502	36775	37048	37320	37593	37866	38139	38411	38684	38957	39229	39502

ASSOCIATE PROFESSOR AY 87000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
25	24710	24934	25158	25383	25607	25832	26056	26280	26505	26729	26953	27178	27402	27627	27851	28075	28300	28524	28748
26	25832	26067	26303	26538	26774	27010	27245	27481	27716	27952	28188	28423	28659	28894	29130	29366	29601	29837	30072
27	27010	27257	27504	27752	27999	28246	28494	28741	28989	29236	29483	29731	29978	30225	30473	30720	30968	31215	31462
28	28246	28506	28766	29026	29285	29545	29805	30065	30324	30584	30844	31104	31363	31623	31883	32143	32402	32662	32922
29	29545	29818	30091	30363	30636	30909	31182	31454	31727	32000	32273	32545	32818	33091	33364	33636	33909	34182	34454
30	30909	31195	31482	31768	32054	32341	32627	32913	33200	33486	33773	34059	34345	34632	34918	35204	35491	35777	36064

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
25	28973	29197	29422	29646	29870	30095	30319	30544	30768	30992	31217	31441	31665	31890	32114	32339	32563	32787	33012
26	30308	30544	30779	31015	31250	31486	31722	31957	32193	32428	32664	32900	33135	33371	33606	33842	34078	34313	34549
27	31710	31957	32205	32452	32699	32947	33194	33441	33689	33936	34184	34431	34678	34926	35173	35420	35668	35915	36163
28	33182	33441	33701	33961	34221	34480	34740	35000	35260	35519	35779	36039	36299	36558	36818	37078	37338	37597	37857
29	34727	35000	35273	35545	35818	36091	36364	36636	36909	37182	37455	37727	38000	38273	38546	38818	39091	39364	39636
30	36350	36636	36923	37209	37495	37782	38068	38355	38641	38927	39214	39500	39786	40073	40359	40646	40932	41218	41505

ASSOCIATE PROFESSOR CY 87010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
28	28580	28840	29100	29359	29619	29879	30139	30398	30658	30918	31178	31437	31697	31957	32217	32476	32736	32996	33256
29	29879	30152	30424	30697	30970	31243	31515	31788	32061	32334	32606	32879	33152	33425	33697	33970	34243	34515	34788
30	31243	31529	31815	32102	32388	32675	32961	33247	33534	33820	34106	34393	34679	34966	35252	35538	35825	36111	36397
31	32675	32975	33276	33577	33877	34178	34479	34779	35080	35381	35681	35982	36283	36584	36884	37185	37486	37786	38087
32	34178	34494	34809	35125	35441	35757	36072	36388	36704	37020	37335	37651	37967	38282	38598	38914	39230	39545	39861
33	35757	36088	36420	36751	37083	37414	37746	38077	38409	38740	39072	39403	39735	40066	40398	40729	41061	41392	41724

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
28	33915	33775	34035	34295	34554	34814	35074	35334	35593	35853	36113	36373	36632	36892	37152	37412	37671	37931	38191
29	35061	35334	35606	35879	36152	36425	36697	36970	37243	37516	37788	38061	38334	38607	38879	39152	39425	39697	39970
30	36684	36970	37256	37543	37829	38116	38402	38688	38975	39261	39547	39834	40120	40407	40693	40979	41266	41552	41838
31	38388	38688	38989	39290	39590	39891	40192	40492	40793	41094	41395	41695	41996	42297	42597	42898	43199	43499	43800
32	40177	40492	40808	41124	41440	41755	42071	42387	42703	43018	43334	43650	43965	44281	44597	44913	45228	45544	45860
33	42055	42387	42718	43050	43381	43713	44044	44376	44707	45039	45370	45702	46033	46365	46697	47028	47360	47691	48023

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PROFESSOR I AY 88000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
30	31912	31798	32084	32371	32657	32944	33230	33516	33803	34089	34376	34662	34948	35235	35521	35807	36094	36380	36667
31	32944	33244	33545	33846	34146	34447	34748	35049	35349	35650	35951	36251	36552	36853	37153	37454	37755	38056	38356
32	34447	34763	35079	35394	35710	36026	36342	36657	36973	37289	37605	37920	38236	38552	38868	39183	39499	39815	40131
33	36026	36357	36689	37020	37352	37683	38015	38347	38678	39010	39341	39673	40004	40336	40667	40999	41330	41662	41993
34	37683	38032	38380	38728	39075	39424	39772	40120	40468	40816	41165	41513	41861	42209	42557	42905	43253	43601	43949

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
30	36953	37239	37526	37812	38099	38385	38671	38958	39244	39531	39817	40103	40390	40676	40962	41249	41535	41822	42108
31	38657	38958	39258	39559	39860	40161	40461	40762	41063	41363	41664	41965	42266	42566	42867	43168	43468	43769	44070
32	40446	40762	41078	41393	41709	42025	42341	42656	42972	43288	43604	43919	44235	44551	44867	45182	45498	45814	46130
33	42325	42656	42988	43320	43651	43983	44314	44646	44977	45309	45640	45972	46303	46635	46966	47298	47629	47961	48293
34	44298	44646	44994	45342	45690	46038	46386	46734	47082	47431	47779	48127	48475	48823	49171	49519	49867	50215	50564

PROFESSOR I CY 88010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
33	36360	36692	37023	37355	37686	38018	38349	38681	39013	39344	39676	40007	40339	40670	41002	41333	41665	41996	42328
34	38016	38366	38714	39062	39410	39759	40107	40455	40803	41151	41499	41847	42195	42543	42892	43240	43588	43936	44284
35	39759	40124	40490	40855	41221	41586	41952	42317	42683	43048	43414	43779	44145	44510	44876	45241	45607	45972	46338
36	41586	41970	42354	42737	43121	43505	43889	44273	44656	45040	45424	45808	46192	46575	46959	47343	47727	48111	48494
37	43505	43908	44311	44714	45117	45520	45923	46326	46729	47132	47535	47938	48341	48744	49147	49550	49953	50356	50759

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
33	42659	42991	43323	43654	43986	44317	44649	44980	45312	45643	45975	46306	46638	46969	47301	47633	47964	48296	48627
34	44632	44980	45328	45676	46025	46373	46721	47069	47417	47765	48113	48461	48809	49158	49506	49854	50202	50550	50898
35	46703	47069	47434	47800	48165	48531	48896	49262	49628	49993	50359	50724	51090	51455	51821	52186	52552	52917	53283
36	48878	49262	49646	50030	50413	50797	51181	51565	51949	52332	52716	53100	53484	53868	54251	54635	55019	55403	55787
37	51162	51565	51968	52371	52774	53177	53580	53983	54386	54789	55192	55595	55998	56401	56804	57207	57610	58013	58416

PROFESSOR II AY 89000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
37	44045	44448	44852	45255	45658	46061	46464	46867	47270	47673	48076	48479	48882	49285	49688	50091	50494	50897	51300
38	46061	46484	46907	47330	47753	48177	48600	49023	49446	49869	50293	50716	51139	51562	51985	52409	52832	53255	53678
39	48177	48621	49065	49510	49954	50398	50843	51287	51731	52176	52620	53065	53509	53953	54398	54842	55286	55731	56175

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
37	51703	52106	52509	52912	53315	53718	54122	54525	54928	55331	55734	56137	56540	56943	57346	57749	58152
38	54101	54525	54948	55371	55794	56217	56641	57064	57487	57910	58333	58757	59180	59603	60026	60449	60873
39	56619	57064	57508	57952	58397	58841	59286	59730	60174	60619	61063	61507	61952	62396	62593		

PROFESSOR II CY 89010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
40	50923	50989	51456	51922	52389	52855	53322	53788	54255	54721	55188	55654	56121	56587	57054	57520	57986	58453	58919
41	52855	53345	53835	54325	54814	55304	55794	56284	56774	57263	57753	58243	58733	59223	59712	60202	60692	61182	61672
42	55304	55819	56333	56847	57361	57876	58390	58904	59419	59933	60447	60961	61476	61990	62504	62993			

RANGE	STEP 20	21	22	23	24	25	26	27
40	59386	59852	60319	60785	61252	61718	62185	62593
41	62161	62593						

SPECIAL PROFESSORIAL TITLES

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
43	55304	55818	56333	56847	57361	57876	58390	58904	59419	59933	60447	60961	61476	61990	62504	63019	63533	64047	64561

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
43	65076	65590	66104	66619	67133	67647	68162	68676	69190	69704	70219	70733	71247	71762	72276	72790	73305

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ASSISTANT PROFESSOR LAW 96140, 96150

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
28	28380	28640	28899	29159	29419	29679	29938	30198	30458	30718	30977	31237	31497	31757	32016	32276	32536	32796	33055
29	29679	29951	30224	30497	30770	31042	31315	31588	31860	32133	32406	32679	32951	33224	33497	33770	34042	34315	34588
30	31042	31329	31615	31901	32188	32474	32760	33047	33333	33620	33906	34192	34479	34765	35051	35338	35624	35911	36197

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
28	33315	33575	33835	34094	34354	34614	34874	35133	35393	35653	35913	36172	36432	36692	36952	37211	37471	37731	37991
29	34861	35133	35406	35679	35951	36224	36497	36770	37042	37315	37588	37861	38133	38406	38679	38952	39224	39497	39770
30	36483	36770	37056	37342	37629	37915	38202	38488	38774	39061	39347	39633	39920	40206	40493	40779	41065	41352	41638

ASSOCIATE PROFESSOR LAW 97140, 97150

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
31	32809	33110	33410	33711	34012	34312	34613	34914	35215	35515	35816	36117	36417	36718	37019	37319	37620	37921	38222
32	34312	34628	34944	35260	35575	35891	36207	36523	36838	37154	37470	37786	38101	38417	38733	39048	39364	39680	39996
33	35891	36223	36554	36886	37217	37549	37880	38212	38543	38875	39206	39538	39869	40201	40532	40864	41195	41527	41859

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
31	38522	38823	39124	39424	39725	40026	40326	40627	40928	41229	41529	41830	42131	42431	42732	43033	43333	43634	43935
32	40311	40627	40943	41257	41574	41890	42206	42522	42837	43153	43469	43784	44100	44416	44732	45047	45363	45679	45995
33	42190	42522	42853	43185	43516	43848	44179	44511	44842	45174	45505	45837	46168	46500	46831	47163	47494	47826	48157

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PROFESSOR I LAW 98160, 98170

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
34	38151	38499	38847	39195	39543	39891	40239	40587	40935	41284	41632	41980	42328	42676	43024	43372	43720	44068	44416
35	39891	40257	40622	40988	41353	41719	42084	42450	42815	43181	43546	43912	44277	44643	45008	45374	45739	46105	46470
36	41719	42102	42486	42870	43254	43638	44021	44405	44789	45173	45557	45940	46324	46708	47092	47476	47859	48243	48627

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
34	44765	45113	45461	45809	46157	46505	46853	47201	47549	47898	48246	48594	48942	49290	49638	49986	50334	50682	51030
35	46836	47201	47567	47932	48298	48663	49029	49394	49760	50125	50491	50856	51222	51587	51953	52318	52684	53049	53415
36	49011	49394	49778	50162	50546	50930	51313	51697	52081	52465	52848	53232	53616	54000	54384	54767	55151	55535	55919

PROFESSOR II LAW 99040, 99050

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
38	46186	46609	47032	47455	47878	48301	48723	49148	49571	49994	50417	50840	51263	51686	52109	52533	52956	53379	53802
39	48301	48746	49190	49634	50078	50523	50967	51411	51856	52300	52744	53188	53633	54077	54521	54965	55410	55854	56298
40	50523	50989	51456	51922	52389	52855	53322	53788	54255	54721	55188	55654	56121	56587	57053	57520	57986	58453	58919
41	52855	53345	53835	54325	54814	55304	55794	56284	56774	57263	57753	58243	58733	59223	59712	60202	60692	61182	61672
42	55304	55818	56333	56847	57361	57876	58390	58904	59419	59933	60447	60961	61476	61990	62504	62993			

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
38	54225	54648	55071	55494	55917	56341	56764	57187	57610	58033	58456	58879	59302	59725	60149	60572	60995
39	56742	57187	57631	58075	58520	58964	59408	59852	60297	60741	61185	61629	62074	62518	62963		
40	59386	59852	60319	60785	61252	61718	62185	62993									
41	62161	62993															

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ASSISTANT INSTRUCTOR AY 84000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
14	14807	14942	15077	15212	15347	15482	15617	15752	15887	16022	16158	16293	16428	16563	16698	16833	16968	17103	17238
15	15482	15624	15766	15908	16049	16191	16333	16475	16617	16758	16900	17042	17184	17325	17467	17609	17751	17892	18034
16	16191	16340	16489	16638	16787	16936	17084	17233	17382	17531	17680	17829	17977	18126	18275	18424	18573	18722	18871

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
14	17373	17508	17643	17778	17913	18048	18183	18318	18453	18588	18723	18858	18993	19128	19263	19398	19533	19668	19803
15	18176	18318	18459	18601	18743	18885	19027	19168	19310	19452	19594	19735	19877	20019	20161	20302	20444	20586	20728
16	19019	19168	19317	19466	19615	19764	19913	20061	20210	20359	20508	20657	20806	20954	21103	21252	21401	21550	21699

ASSISTANT INSTRUCTOR CY 84010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
17	17003	17160	17316	17472	17628	17785	17941	18097	18254	18410	18566	18722	18879	19035	19191	19348	19504	19660	19816
18	17785	17949	18113	18277	18441	18605	18769	18933	19097	19262	19426	19590	19754	19918	20082	20246	20410	20574	20738
19	18605	18777	18950	19122	19294	19467	19639	19811	19984	20156	20328	20500	20673	20845	21017	21190	21362	21534	21707

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
17	19973	20129	20285	20441	20598	20754	20910	21067	21223	21379	21535	21692	21848	22004	22161	22317	22473	22629	22786
18	20903	21067	21231	21395	21559	21723	21887	22051	22215	22379	22543	22708	22872	23036	23200	23364	23528	23692	23856
19	21879	22051	22224	22396	22568	22740	22913	23085	23257	23430	23602	23774	23947	24119	24291	24463	24636	24808	24980

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INSTRUCTOR AY 85000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
17	17210	17366	17522	17678	17835	17991	18147	18304	18460	18616	18772	18929	19085	19241	19397	19554	19710	19866	20023
18	17991	18155	18319	18483	18647	18811	18976	19140	19304	19468	19632	19796	19960	20124	20288	20452	20616	20781	20945
19	18811	18984	19156	19328	19501	19673	19845	20018	20190	20362	20534	20707	20879	21051	21224	21396	21568	21741	21913
20	19673	19854	20035	20216	20397	20578	20758	20939	21120	21301	21482	21663	21844	22025	22206	22387	22568	22749	22929
21	20578	20767	20957	21147	21337	21527	21717	21907	22097	22287	22477	22667	22857	23047	23237	23427	23617	23807	23997
22	21527	21727	21926	22126	22325	22525	22724	22924	23123	23322	23522	23721	23921	24120	24320	24519	24719	24918	25118

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
17	20179	20335	20491	20648	20804	20960	21117	21273	21429	21585	21742	21898	22054	22211	22367	22523	22679	22836	22992
18	21109	21273	21437	21601	21765	21929	22093	22257	22422	22586	22750	22914	23078	23242	23406	23570	23734	23898	24063
19	22089	22257	22430	22602	22774	22947	23119	23291	23464	23636	23808	23980	24153	24325	24497	24670	24842	25014	25187
20	23110	23291	23472	23653	23834	24015	24196	24377	24558	24739	24920	25100	25281	25462	25643	25824	26005	26186	26367
21	24187	24377	24567	24757	24947	25137	25327	25517	25706	25896	26086	26276	26466	26656	26846	27036	27226	27416	27606
22	25317	25517	25716	25915	26115	26314	26514	26713	26913	27112	27312	27511	27711	27910	28110	28309	28508	28708	28907

INSTRUCTOR CY 85010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
20	19810	19991	20171	20352	20533	20714	20895	21076	21257	21438	21619	21800	21981	22161	22342	22523	22704	22885	23066
21	20714	20904	21094	21284	21474	21664	21854	22044	22234	22424	22614	22804	22994	23184	23374	23564	23753	23943	24133
22	21664	21863	22063	22262	22462	22661	22861	23060	23260	23459	23658	23858	24057	24257	24456	24656	24855	25055	25254
23	22661	22871	23080	23290	23499	23708	23918	24127	24337	24546	24755	24965	25174	25384	25593	25803	26012	26221	26431
24	23708	23928	24148	24368	24588	24808	25028	25248	25468	25687	25907	26127	26347	26567	26787	27007	27227	27447	27666
25	24808	25039	25270	25500	25731	25962	26193	26424	26655	26886	27117	27348	27579	27809	28040	28271	28502	28733	28964

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
20	23247	23428	23609	23790	23971	24151	24332	24513	24694	24875	25056	25237	25418	25599	25780	25961	26141	26322	26503
21	24323	24513	24703	24893	25083	25273	25463	25653	25843	26033	26223	26413	26603	26793	26983	27173	27363	27553	27743
22	25454	25653	25852	26052	26251	26451	26650	26850	27049	27249	27448	27648	27847	28046	28246	28445	28645	28844	29044
23	26640	26850	27059	27269	27478	27687	27897	28106	28316	28525	28735	28944	29153	29363	29572	29782	29991	30201	30410
24	27886	28106	28326	28546	28766	28986	29206	29426	29646	29865	30085	30305	30525	30745	30965	31185	31405	31625	31844
25	29195	29426	29657	29887	30118	30349	30580	30811	31042	31273	31504	31735	31965	32196	32427	32658	32889	33120	33351

ASSISTANT PROFESSOR AY 86000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
21	20921	21111	21301	21491	21680	21870	22060	22250	22440	22630	22820	23010	23200	23390	23580	23770	23960	24150	24340
22	21870	22070	22269	22469	22668	22868	23067	23267	23466	23666	23865	24064	24264	24463	24663	24862	25062	25261	25461
23	22868	23077	23287	23496	23705	23915	24124	24334	24543	24753	24962	25171	25381	25590	25800	26009	26219	26428	26637
24	23915	24135	24355	24575	24794	25014	25234	25454	25674	25894	26114	26334	26554	26774	26993	27213	27433	27653	27873
25	25014	25245	25476	25707	25938	26169	26400	26631	26861	27092	27323	27554	27785	28016	28247	28478	28709	28940	29170
26	26169	26411	26654	26896	27139	27381	27623	27866	28108	28351	28593	28836	29078	29320	29563	29805	30048	30290	30533

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
21	24530	24720	24910	25100	25290	25480	25670	25860	26049	26239	26429	26619	26809	26999	27189	27379	27569	27759	27949
22	25660	25860	26059	26258	26458	26657	26857	27056	27256	27455	27655	27854	28054	28253	28452	28652	28851	29051	29250
23	26847	27056	27266	27475	27685	27894	28103	28313	28522	28732	28941	29151	29360	29569	29779	29988	30198	30407	30617
24	28093	28313	28533	28753	28973	29192	29412	29632	29852	30072	30292	30512	30732	30952	31171	31391	31611	31831	32051
25	29401	29632	29863	30094	30325	30556	30787	31018	31248	31479	31710	31941	32172	32403	32634	32865	33096	33326	33557
26	30775	31018	31260	31502	31745	31987	32230	32472	32715	32957	33199	33442	33684	33927	34169	34412	34654	34897	35139

ASSISTANT PROFESSOR CY 86010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
24	24192	24412	24632	24852	25071	25291	25511	25731	25951	26171	26391	26611	26831	27051	27271	27491	27710	27930	28150
25	25291	25522	25753	25984	26215	26446	26677	26908	27139	27370	27601	27831	28062	28293	28524	28755	28986	29217	29448
26	26446	26688	26931	27173	27416	27658	27901	28143	28386	28628	28871	29113	29355	29598	29840	30083	30325	30568	30810
27	27658	27913	28167	28422	28677	28931	29186	29440	29695	29949	30204	30459	30713	30968	31222	31477	31732	31986	32241
28	28931	29198	29466	29733	30000	30268	30535	30802	31070	31337	31604	31872	32139	32406	32674	32941	33208	33475	33743
29	30268	30548	30829	31110	31390	31671	31952	32232	32513	32794	33074	33355	33636	33916	34197	34478	34759	35039	35320

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
24	28370	28590	28810	29030	29250	29470	29690	29910	30130	30349	30569	30789	31009	31229	31449	31669	31889	32109	32329
25	29679	29910	30141	30371	30602	30833	31064	31295	31526	31757	31988	32219	32450	32681	32912	33142	33373	33604	33835
26	31053	31295	31538	31780	32023	32265	32507	32750	32992	33235	33477	33720	33962	34205	34447	34690	34932	35174	35417
27	32495	32750	33004	33259	33514	33768	34023	34277	34532	34787	35041	35296	35550	35805	36059	36314	36569	36823	37078
28	34010	34277	34545	34812	35079	35347	35614	35881	36149	36416	36683	36950	37218	37485	37752	38020	38287	38554	38822
29	35601	35881	36162	36443	36723	37004	37285	37565	37846	38127	38407	38688	38969	39249	39530	39811	40091	40372	40653

ASSOCIATE PROFESSOR AY 87000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
25	25429	25660	25891	26122	26353	26584	26815	27046	27277	27508	27738	27969	28200	28431	28662	28893	29124	29355	29586
26	26584	26826	27069	27311	27554	27796	28039	28281	28524	28766	29009	29251	29493	29736	29978	30221	30463	30706	30948
27	27796	28051	28305	28560	28815	29069	29324	29578	29833	30087	30342	30597	30851	31106	31360	31615	31870	32124	32379
28	29069	29336	29604	29871	30138	30406	30673	30940	31208	31475	31742	32010	32277	32544	32812	33079	33346	33613	33881
29	30406	30686	30967	31248	31528	31809	32090	32370	32651	32932	33213	33493	33774	34055	34335	34616	34897	35177	35458
30	31809	32104	32399	32693	32988	33283	33577	33872	34167	34462	34756	35051	35346	35640	35935	36230	36525	36819	37114

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
25	29817	30048	30279	30509	30740	30971	31202	31433	31664	31895	32126	32357	32588	32819	33050	33280	33511	33742	33973
26	31191	31433	31676	31918	32161	32403	32645	32888	33130	33373	33615	33858	34100	34343	34585	34828	35070	35313	35555
27	32633	32888	33143	33397	33652	33906	34161	34415	34670	34925	35179	35434	35688	35943	36198	36452	36707	36961	37216
28	34148	34415	34683	34950	35217	35485	35752	36019	36287	36554	36821	37089	37356	37623	37891	38158	38425	38693	38960
29	35739	36019	36300	36581	36861	37142	37423	37703	37984	38265	38545	38826	39107	39388	39668	39949	40230	40510	40791
30	37409	37703	37998	38293	38588	38882	39177	39472	39766	40061	40356	40651	40945	41240	41535	41829	42124	42419	42714

ASSOCIATE PROFESSOR CY 87010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
28	29413	29680	29947	30215	30482	30749	31017	31284	31551	31818	32086	32353	32620	32888	33155	33422	33690	33957	34224
29	30749	31030	31311	31591	31872	32153	32433	32714	32995	33275	33556	33837	34117	34398	34679	34959	35240	35521	35801
30	32153	32447	32742	33037	33331	33626	33921	34216	34510	34805	35100	35394	35689	35984	36279	36573	36868	37163	37457
31	33626	33936	34245	34555	34864	35173	35483	35792	36102	36411	36721	37030	37340	37649	37958	38268	38577	38887	39196
32	35173	35498	35823	36148	36473	36798	37123	37448	37773	38098	38423	38748	39073	39397	39722	40047	40372	40697	41022
33	36798	37139	37480	37822	38163	38504	38845	39186	39527	39869	40210	40551	40892	41233	41574	41916	42257	42598	42939

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
28	34492	34759	35026	35294	35561	35828	36096	36363	36630	36897	37165	37432	37699	37967	38234	38501	38769	39036	39303
29	36082	36363	36644	36924	37205	37486	37766	38047	38328	38608	38889	39170	39450	39731	40012	40292	40573	40854	41134
30	37752	38047	38342	38636	38931	39226	39520	39815	40110	40405	40699	40994	41289	41583	41878	42173	42468	42762	43057
31	39506	39815	40125	40434	40744	41053	41362	41672	41981	42291	42600	42910	43219	43529	43838	44147	44457	44766	45076
32	41347	41672	41997	42322	42647	42972	43296	43621	43946	44271	44596	44921	45246	45571	45896	46221	46546	46871	47196
33	43280	43621	43963	44304	44645	44986	45327	45668	46010	46351	46692	47033	47374	47715	48057	48398	48739	49080	49421

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PROFESSOR I AV 88000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
30	32429	32724	33019	33314	33608	33903	34198	34493	34787	35082	35377	35671	35966	36261	36556	36850	37145	37440	37735
31	33903	34213	34522	34831	35141	35450	35760	36069	36379	36688	36998	37307	37617	37926	38236	38545	38855	39164	39474
32	35450	35775	36100	36425	36750	37075	37400	37725	38050	38375	38700	39025	39350	39675	40000	40325	40649	40974	41299
33	37079	37416	37757	38099	38440	38781	39122	39463	39805	40146	40487	40828	41169	41511	41852	42193	42534	42875	43217
34	38781	39139	39498	39856	40214	40572	40931	41289	41647	42005	42364	42722	43080	43438	43797	44155	44513	44871	45230

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
30	36029	36324	36619	36914	37208	37503	37798	38092	38387	38682	38977	39271	39566	39861	40156	40450	40745	41040	41334
31	37783	38092	38402	38711	39021	39330	39640	39949	40259	40568	40878	41187	41497	41806	42116	42425	42734	43044	43353
32	39424	39749	40074	40399	40724	41049	41374	41699	42024	42349	42674	42999	43324	43649	43973	44298	44623	44948	45273
33	41198	41540	41881	42223	42564	42905	43246	43588	43929	44270	44612	44953	45294	45636	45977	46318	46659	47001	47342
34	43088	43446	43804	44163	44521	44879	45237	45596	45954	46312	46670	47029	47387	47745	48104	48462	48820	49179	49537

PROFESSOR I CV 88010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
33	37419	37760	38102	38443	38784	39125	39466	39808	40149	40490	40831	41172	41514	41855	42196	42537	42878	43220	43561
34	39125	39484	39842	40200	40558	40917	41275	41633	41991	42350	42708	43066	43424	43783	44141	44499	44857	45216	45574
35	40917	41293	41669	42045	42421	42797	43174	43550	43926	44302	44678	45054	45431	45807	46183	46559	46935	47311	47687
36	42797	43192	43587	43982	44377	44772	45167	45562	45957	46352	46747	47142	47537	47932	48327	48722	49117	49512	49907
37	44772	45187	45602	46016	46431	46846	47261	47675	48090	48505	48919	49334	49749	50164	50578	50993	51408	51822	52237

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
33	43902	44243	44584	44926	45267	45608	45949	46290	46632	46973	47314	47655	47996	48337	48679	49020	49361	49702	50043
34	45932	46290	46649	47007	47365	47723	48082	48440	48798	49156	49515	49873	50231	50589	50948	51306	51664	52022	52381
35	48064	48440	48816	49192	49568	49944	50321	50697	51073	51449	51825	52201	52578	52954	53330	53706	54082	54458	54835
36	50302	50697	51092	51487	51882	52277	52672	53067	53462	53857	54252	54647	55042	55436	55831	56226	56621	57016	57411
37	52652	53067	53481	53896	54311	54726	55140	55555	55970	56384	56799	57214	57629	58043	58458	58873	59287	59702	60117

PROFESSOR II AY 89000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
37	45328	45743	46158	46573	46987	47402	47817	48232	48647	49061	49476	49891	50306	50720	51135	51550	51965	52380	52794
38	47402	47838	48273	48709	49144	49580	50015	50451	50886	51322	51757	52193	52628	53064	53500	53935	54371	54806	55242
39	49580	50037	50494	50952	51409	51866	52324	52781	53238	53696	54153	54610	55067	55525	55982	56439	56897	57354	57811

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
37	53209	53624	54039	54454	54868	55283	55698	56113	56527	56942	57357	57772	58187	58601	59016	59431	59846
38	55677	56113	56548	56984	57419	57855	58290	58726	59161	59597	60032	60468	60903	61339	61774	62210	62645
39	58268	58726	59183	59640	60098	60555	61012	61470	61927	62384	62841	63299	63756	64213	64416		

PROFESSOR II CY 89010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
40	51994	52474	52954	53435	53915	54395	54875	55355	55835	56315	56795	57275	57755	58235	58715	59195	59675	60155	60636
41	54395	54899	55403	55907	56411	56915	57419	57923	58427	58931	59435	59939	60444	60948	61452	61956	62460	62964	63468
42	56915	57444	57974	58503	59032	59561	60091	60620	61149	61678	62208	62737	63266	63796	64325	64416			

RANGE	STEP 20	21	22	23	24	25	26	27
40	61116	61596	62076	62556	63036	63516	63996	64416
41	63972	64416						

SPECIAL PROFESSORIAL TITLES

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
43	56915	57444	57974	58503	59032	59561	60091	60620	61149	61678	62208	62737	63266	63796	64325	64854	65383	65913	66442

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
43	66971	67500	68030	68559	69088	69618	70147	70676	71205	71735	72264	72793	73322	73852	74381	74910	75440

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ASSISTANT PROFESSOR LAW 96140,96150

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
28	29206	29474	29741	30008	30276	30543	30810	31078	31345	31612	31880	32147	32414	32681	32949	33216	33483	33751	34018
29	30543	30824	31104	31385	31666	31946	32227	32508	32788	33069	33350	33630	33911	34192	34472	34753	35034	35315	35595
30	31946	32241	32536	32831	33125	33420	33715	34009	34304	34599	34894	35188	35483	35778	36072	36367	36662	36957	37251

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
28	34285	34553	34820	35087	35355	35622	35889	36157	36424	36691	36959	37226	37493	37760	38028	38295	38562	38830	39097
29	35876	36157	36437	36718	36999	37279	37560	37841	38121	38402	38683	38963	39244	39525	39805	40086	40367	40647	40928
30	37546	37841	38135	38430	38725	39020	39314	39609	39904	40198	40493	40788	41083	41377	41672	41967	42261	42556	42851

ASSOCIATE PROFESSOR LAW 97140,97150

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
31	33765	34074	34383	34693	35002	35312	35621	35931	36240	36550	36859	37169	37478	37787	38097	38406	38716	39025	39335
32	35312	35637	35962	36287	36612	36936	37261	37586	37911	38236	38561	38886	39211	39536	39861	40186	40511	40836	41161
33	36936	37278	37619	37960	38301	38642	38984	39325	39666	40007	40348	40689	41031	41372	41713	42054	42395	42736	43078

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
31	39644	39954	40263	40573	40882	41192	41501	41810	42120	42429	42739	43048	43358	43667	43977	44286	44596	44905	45214
32	41486	41810	42135	42460	42785	43110	43435	43760	44085	44410	44735	45060	45385	45710	46035	46359	46684	47009	47334
33	43419	43760	44101	44442	44784	45125	45466	45807	46148	46489	46831	47172	47513	47854	48195	48537	48878	49219	49560

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PROFESSOR I LAW 98160, 98170

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
34	39262	39620	39978	40337	40695	41053	41411	41770	42128	42486	42844	43202	43561	43919	44277	44635	44994	45352	45710
35	41053	41429	41805	42181	42558	42934	43310	43686	44062	44438	44815	45191	45567	45943	46319	46695	47071	47448	47824
36	42934	43329	43724	44119	44514	44909	45304	45699	46093	46488	46883	47278	47673	48068	48463	48858	49253	49648	50043

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
34	46068	46427	46785	47143	47501	47860	48218	48576	48934	49293	49651	50009	50367	50726	51084	51442	51800	52159	52517
35	48200	48576	48952	49328	49705	50081	50457	50833	51209	51585	51962	52338	52714	53090	53466	53842	54218	54595	54971
36	50438	50833	51228	51623	52018	52413	52808	53203	53598	53993	54388	54783	55178	55573	55968	56363	56757	57152	57547

PROFESSOR II LAW 99040, 99050

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
38	47531	47966	48402	48837	49273	49708	50144	50579	51015	51450	51885	52321	52756	53192	53627	54063	54498	54933	55369
39	49708	50165	50623	51080	51537	51994	52451	52909	53366	53823	54280	54738	55195	55652	56109	56566	57024	57481	57938
40	51994	52474	52954	53434	53915	54395	54875	55355	55835	56315	56795	57275	57755	58235	58715	59195	59675	60155	60635
41	54395	54899	55403	55907	56411	56915	57419	57923	58427	58931	59435	59939	60443	60948	61452	61956	62460	62964	63468
42	56915	57444	57974	58503	59032	59561	60091	60620	61149	61678	62208	62737	63266	63796	64325	64416			

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
38	55804	56240	56675	57111	57546	57982	58417	58852	59288	59723	60159	60594	61030	61465	61900	62336	62771
39	58395	58852	59310	59767	60224	60681	61138	61596	62053	62510	62967	63424	63882	64339	64416		
40	61116	61596	62076	62556	63036	63516	63996	64416									
41	63972	64416															

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APPENDIX D

RUTGERS, THE STATE UNIVERSITY, OFFICE OF UNIVERSITY PERSONNEL

I. Academic Salaries Effective July 1, 1965

ASSISTANT INSTRUCTOR AY 84000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
14	15482	15621	15760	15899	16038	16177	16316	16455	16594	16733	16872	17011	17150	17289	17428	17568	17707	17846	17985
15	16177	16323	16469	16615	16761	16907	17053	17199	17345	17491	17637	17783	17929	18075	18221	18367	18513	18659	18805
16	16907	17060	17214	17367	17520	17674	17827	17980	18134	18287	18440	18593	18747	18900	19053	19207	19360	19513	19667

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
14	18124	18263	18402	18541	18680	18819	18958	19097	19236	19375	19514	19653	19793	19932	20071	20210	20349	20488	20627
15	18951	19097	19243	19389	19535	19681	19827	19973	20119	20265	20411	20557	20703	20849	20995	21141	21287	21433	21579
16	19820	19973	20127	20280	20433	20587	20740	20893	21047	21200	21353	21506	21660	21813	21966	22120	22273	22426	22580

ASSISTANT INSTRUCTOR CY 84010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
17	17777	17938	18099	18260	18421	18582	18743	18904	19065	19226	19387	19548	19709	19870	20031	20192	20353	20514	20675
18	18582	18751	18920	19089	19258	19427	19596	19765	19934	20103	20272	20441	20610	20779	20949	21118	21287	21456	21625
19	19427	19605	19782	19960	20137	20315	20492	20670	20847	21025	21202	21380	21557	21734	21912	22089	22267	22444	22622

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
17	20836	20997	21158	21319	21480	21641	21802	21963	22124	22285	22446	22607	22767	22928	23089	23250	23411	23572	23733
18	21794	21963	22132	22301	22470	22639	22808	22977	23146	23315	23484	23653	23822	23991	24160	24329	24498	24667	24836
19	22799	22977	23154	23332	23509	23687	23864	24042	24219	24397	24574	24751	24929	25106	25284	25461	25639	25816	25994

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INSTRUCTOR AY 89000

RANGE STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
17	17956	18117	18278	18439	18600	18761	18922	19083	19244	19405	19566	19726	19887	20048	20209	20370	20931	20692	20853
18	18761	18930	19099	19268	19437	19606	19775	19944	20113	20282	20451	20620	20789	20958	21127	21296	21465	21634	21803
19	19606	19783	19961	20138	20316	20493	20671	20848	21026	21203	21380	21558	21735	21913	22090	22268	22445	22623	22800
20	20493	20679	20866	21052	21238	21425	21611	21798	21984	22170	22357	22543	22729	22916	23102	23288	23475	23661	23847
21	21425	21620	21816	22012	22207	22403	22599	22794	22990	23186	23381	23577	23773	23968	24164	24360	24555	24751	24947
22	22403	22609	22814	23019	23225	23430	23636	23841	24047	24252	24458	24663	24868	25074	25279	25485	25690	25896	26101

RANGE STEP	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
17	21014	21175	21336	21497	21658	21819	21980	22141	22302	22463	22624	22785	22946	23107	23268	23429	23590	23751	23912
18	21972	22141	22310	22479	22648	22817	22986	23155	23324	23493	23662	23831	24000	24169	24338	24507	24676	24845	25014
19	22978	23155	23333	23510	23688	23865	24043	24220	24397	24575	24752	24930	25107	25285	25462	25640	25817	25995	26172
20	24034	24220	24406	24593	24779	24965	25152	25338	25524	25711	25897	26083	26270	26456	26642	26829	27015	27202	27388
21	25142	25338	25534	25729	25925	26121	26316	26512	26708	26903	27099	27295	27490	27686	27882	28077	28273	28469	28664
22	26307	26512	26717	26923	27128	27334	27539	27745	27950	28156	28361	28566	28772	28977	29183	29388	29594	29799	30005

INSTRUCTOR CY 89010

RANGE STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
20	20668	20854	21041	21227	21413	21600	21786	21972	22159	22345	22531	22718	22904	23090	23277	23463	23649	23836	24022
21	21600	21795	21991	22187	22382	22578	22774	22969	23165	23361	23556	23752	23947	24143	24339	24534	24730	24926	25121
22	22578	22783	22989	23194	23400	23605	23811	24016	24221	24427	24632	24838	25043	25249	25454	25659	25865	26070	26276
23	23605	23821	24036	24252	24468	24684	24899	25115	25331	25546	25762	25978	26194	26409	26625	26841	27056	27272	27488
24	24684	24910	25137	25363	25590	25816	26043	26269	26496	26722	26949	27175	27402	27628	27855	28081	28307	28534	28760
25	25816	26054	26292	26530	26767	27005	27243	27481	27719	27956	28194	28432	28670	28908	29146	29383	29621	29859	30097

RANGE STEP	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
20	24208	24395	24581	24767	24954	25140	25326	25513	25699	25885	26072	26258	26444	26631	26817	27003	27190	27376	27562
21	25317	25513	25708	25904	26100	26295	26491	26687	26882	27078	27274	27469	27665	27861	28056	28252	28447	28643	28839
22	26481	26687	26892	27097	27303	27508	27714	27919	28125	28330	28536	28741	28946	29152	29357	29563	29768	29974	30179
23	27704	27919	28135	28351	28566	28782	28998	29213	29429	29645	29861	30076	30292	30508	30723	30939	31155	31371	31586
24	28987	29213	29440	29666	29893	30119	30346	30572	30799	31025	31252	31478	31705	31931	32158	32384	32611	32837	33064
25	30335	30572	30810	31048	31286	31524	31762	31999	32237	32475	32713	32951	33188	33426	33664	33902	34140	34377	34615

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RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
21	21778	21974	22170	22366	22561	22757	22952	23148	23344	23539	23735	23930	24126	24322	24517	24713	24909	25104	25300
22	22757	22962	23167	23373	23578	23784	23989	24195	24400	24605	24811	25016	25222	25427	25633	25838	26044	26249	26454
23	23784	23999	24215	24431	24647	24862	25078	25294	25509	25725	25941	26157	26372	26588	26804	27019	27235	27451	27667
24	24862	25089	25315	25542	25768	25995	26221	26448	26674	26901	27127	27354	27580	27807	28033	28260	28486	28713	28939
25	25995	26233	26470	26708	26946	27184	27422	27660	27897	28135	28373	28611	28849	29086	29324	29562	29800	30038	30276
26	27184	27434	27683	27933	28183	28432	28682	28932	29182	29431	29681	29931	30180	30430	30680	30930	31179	31429	31679

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
21	25496	25691	25887	26083	26278	26474	26670	26865	27061	27257	27452	27648	27844	28039	28235	28431	28626	28822	29018
22	26660	26865	27071	27276	27482	27687	27892	28098	28303	28509	28714	28920	29125	29331	29536	29741	29947	30152	30358
23	27882	28098	28314	28529	28745	28961	29176	29392	29608	29824	30039	30255	30471	30686	30902	31118	31334	31549	31765
24	29166	29392	29619	29845	30072	30298	30525	30751	30978	31204	31431	31657	31884	32110	32337	32563	32790	33016	33243
25	30513	30751	30989	31227	31465	31702	31940	32178	32416	32654	32892	33129	33367	33605	33843	34081	34318	34556	34794
26	31928	32178	32428	32678	32927	33177	33427	33676	33926	34176	34425	34675	34925	35175	35424	35674	35924	36173	36423

ASSISTANT PROFESSOR CY 86010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
24	29182	29408	29635	29861	30088	30314	30541	30767	30994	31220	31447	31673	31900	32126	32353	32579	32806	33032	33259
25	30314	30552	30790	31028	31265	31503	31741	31979	32217	32455	32693	32930	33168	33406	33644	33882	34120	34357	34595
26	31503	31753	32003	32253	32502	32752	33002	33251	33501	33751	34001	34250	34500	34750	35000	35249	35499	35749	35999
27	32752	33014	33276	33539	33801	34063	34325	34588	34850	35112	35374	35636	35899	36161	36423	36685	36947	37210	37472
28	34063	34338	34614	34889	35164	35440	35715	35990	36266	36541	36816	37092	37367	37642	37918	38193	38468	38744	39019
29	35440	35729	36018	36307	36596	36885	37174	37463	37753	38042	38331	38620	38909	39198	39487	39776	40065	40354	40643

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
24	29485	29712	29938	30165	30391	30618	30844	31071	31297	31524	31750	31977	32204	32430	32657	32883	33110	33336	33563
25	30833	31071	31309	31547	31784	32022	32260	32498	32736	32974	33212	33449	33687	33925	34163	34401	34639	34876	35114
26	32248	32498	32748	32997	33247	33497	33747	33996	34246	34496	34746	34995	35245	35495	35745	35994	36244	36494	36743
27	33734	33996	34259	34521	34783	35045	35307	35570	35832	36094	36356	36619	36881	37143	37405	37667	37930	38192	38454
28	35294	35570	35845	36120	36396	36671	36946	37222	37497	37772	38048	38323	38598	38874	39149	39424	39700	39975	40250
29	36933	37222	37511	37800	38089	38378	38667	38956	39245	39534	39824	40113	40402	40691	40980	41269	41558	41847	42136

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ASSOCIATE PROFESSOR AY 87000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
25	26422	26660	26898	27136	27374	27611	27849	28087	28325	28563	28801	29038	29276	29514	29752	29990	30228	30466	30703
26	27611	27861	28111	28361	28610	28860	29110	29360	29609	29859	30109	30359	30608	30858	31108	31357	31607	31857	32107
27	28860	29122	29385	29647	29909	30171	30433	30696	30958	31220	31482	31745	32007	32269	32531	32793	33056	33318	33580
28	30171	30447	30722	30997	31273	31548	31823	32099	32374	32649	32925	33200	33475	33751	34026	34301	34577	34852	35127
29	31548	31837	32126	32415	32704	32993	33282	33572	33861	34150	34439	34728	35017	35306	35595	35884	36174	36463	36752
30	32993	33297	33601	33904	34208	34511	34815	35118	35422	35725	36029	36333	36636	36940	37243	37547	37850	38154	38457

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
25	30941	31179	31417	31655	31893	32130	32368	32606	32844	33082	33320	33558	33795	34033	34271	34509	34747	34985	35222
26	32356	32606	32856	33106	33355	33605	33855	34105	34354	34604	34854	35104	35353	35603	35853	36102	36352	36602	36852
27	33842	34105	34367	34629	34891	35153	35416	35678	35940	36202	36465	36727	36989	37251	37513	37776	38038	38300	38562
28	35403	35678	35953	36229	36504	36779	37055	37330	37605	37881	38156	38431	38707	38982	39257	39533	39808	40083	40359
29	37041	37330	37619	37908	38197	38486	38775	39065	39354	39643	39932	40221	40510	40799	41088	41377	41666	41956	42245
30	38761	39065	39368	39672	39975	40279	40582	40886	41189	41493	41797	42100	42404	42707	43011	43314	43618	43921	44225

ASSOCIATE PROFESSOR CY 87010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
28	30559	30834	31110	31385	31660	31936	32211	32486	32762	33037	33312	33588	33863	34138	34414	34689	34964	35240	35515
29	31936	32225	32514	32803	33092	33381	33670	33959	34249	34538	34827	35116	35405	35694	35983	36272	36561	36850	37140
30	33381	33685	33988	34292	34595	34899	35203	35506	35810	36113	364 7	36720	37024	37327	37631	37935	38238	38542	38845
31	34899	35218	35536	35855	36174	36493	36811	37130	37449	37768	380 6	38405	38724	39043	39361	39680	39999	40317	40636
32	36493	36827	37162	37497	37831	38166	38501	38835	39170	39505	39839	40174	40509	40843	41178	41513	41847	42182	42517
33	38166	38517	38869	39220	39572	39923	40274	40626	40977	41329	41680	42031	42383	42734	43086	43437	43788	44140	44491

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
28	35790	36066	36341	36616	36892	37167	37442	37718	37993	38268	38544	38819	39094	39370	39645	39920	40196	40471	40746
29	37429	37718	38007	38296	38585	38874	39163	39452	39741	40031	40320	40609	40898	41187	41476	41765	42054	42343	42632
30	39149	39452	39756	40059	40363	40667	40970	41274	41577	41881	42184	42488	42791	43095	43399	43702	44006	44309	44613
31	40955	41274	41592	41911	42230	42549	42867	43186	43505	43824	44142	44461	44780	45098	45417	45736	46055	46373	46692
32	42851	43186	43521	43855	44190	44525	44859	45194	45529	45863	46198	46533	46867	47202	47537	47871	48206	48541	48875
33	44843	45194	45545	45897	46248	46600	46951	47302	47654	48005	48357	48708	49059	49411	49762	50114	50465	50817	51168

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RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
30	33632	33936	34239	34543	34847	35150	35454	35757	36061	36364	36668	36972	37275	37579	37882	38186	38489	38793	39097
31	35150	35469	35788	36106	36425	36744	37063	37381	37700	38019	38338	38656	38975	39294	39613	39931	40250	40569	40888
32	36744	37079	37413	37748	38083	38417	38752	39087	39421	39756	40091	40426	40760	41095	41430	41764	42099	42434	42768
33	38417	38769	39120	39472	39823	40174	40526	40877	41229	41580	41932	42283	42634	42986	43337	43689	44040	44392	44743
34	40174	40543	40912	41281	41650	42019	42388	42757	43126	43495	43864	44233	44602	44971	45340	45709	46078	46447	46816

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
30	39400	39704	40007	40311	40614	40918	41222	41525	41829	42132	42436	42740	43043	43347	43650	43954	44257	44561	44865
31	41206	41525	41844	42163	42481	42800	43119	43438	43756	44075	44394	44713	45031	45350	45669	45988	46306	46625	46944
32	43103	43438	43772	44107	44442	44776	45111	45446	45781	46115	46450	46785	47119	47454	47789	48123	48458	48793	49127
33	45094	45446	45797	46149	46500	46852	47203	47554	47906	48257	48609	48960	49312	49663	50014	50366	50717	51069	51420
34	47185	47554	47923	48292	48661	49030	49399	49768	50137	50506	50875	51244	51613	51982	52351	52720	53089	53458	53827

PROFESSOR I CY 88010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
33	38806	39157	39509	39860	40212	40563	40914	41266	41617	41969	42320	42672	43023	43374	43726	44077	44429	44780	45132
34	40563	40932	41301	41670	42039	42408	42777	43146	43515	43884	44253	44622	44991	45360	45729	46098	46467	46836	47205
35	42408	42795	43183	43570	43958	44345	44733	45120	45508	45895	46283	46670	47057	47445	47832	48220	48607	48995	49382
36	44345	44752	45159	45566	45973	46379	46786	47193	47600	48007	48413	48820	49227	49634	50041	50448	50854	51261	51668
37	46379	46807	47234	47661	48088	48515	48942	49370	49797	50224	50651	51078	51505	51933	52360	52787	53214	53641	54068

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
33	45483	45834	46186	46537	46889	47240	47592	47943	48294	48646	48997	49349	49700	50052	50403	50754	51106	51457	51809
34	47374	47743	48112	48481	49050	49419	49788	50157	50526	50895	51264	51633	52002	52371	52740	53109	53478	53847	54216
35	49770	50157	50544	50932	51319	51707	52094	52482	52869	53257	53644	54032	54419	54806	55194	55581	55969	56356	56744
36	52075	52482	52889	53295	53702	54109	54516	54923	55329	55736	56143	56550	56957	57364	57770	58177	58584	58991	59398
37	54495	54923	55350	55777	56204	56631	57058	57486	57913	58340	58767	59194	59621	60049	60476	60903	61330	61757	62184

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PROFESSOR II AY B9000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
37	46918	47345	47773	48200	48627	49054	49482	49909	50336	50763	51190	51618	52045	52472	52899	53327	53754	54181	54608
38	49054	49503	49951	50400	50849	51297	51746	52194	52643	53092	53540	53989	54437	54886	55335	55783	56232	56680	57129
39	51297	51768	52239	52710	53181	53652	54123	54594	55065	55536	56007	56478	56949	57420	57891	58362	58834	59305	59776

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
37	55035	55463	55890	56317	56744	57172	57599	58026	58453	58881	59308	59735	60162	60589	61017	61444	61871
38	57377	58026	58475	58923	59372	59820	60269	60718	61166	61615	62063	62512	62961	63409	63858	64306	64755
39	60247	60718	61189	61660	62131	62602	63073	63544	64015	64486	64957	65428	65899	66370	66579		

PROFESSOR II CY B9010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
40	53818	54313	54807	55302	55796	56291	56785	57279	57774	58268	58763	59257	59752	60246	60741	61235	61730	62224	62719
41	56291	56810	57329	57848	58367	58886	59406	59925	60444	60963	61482	62002	62521	63040	63559	64078	64598	65117	65636
42	58886	59432	59977	60522	61067	61612	62157	62703	63248	63793	64338	64883	65428	65973	66519	66613	66613	66613	66613

RANGE	STEP 20	21	22	23	24	25	26	27
40	63213	63708	64202	64696	65191	65685	66180	66613
41	66159	66613						

SPECIAL PROFESSORIAL TITLES

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
43	58852	59398	59943	60488	61033	61578	62123	62668	63214	63759	64304	64849	65394	65939	66485	67030	67575	68120

RANGE	STEP 19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
43	68665	69210	69755	70301	70846	71391	71936	72481	73026	73572	74117	74662	75207	75752	76297	76842	77388	77933

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ASSISTANT PROFESSOR LAW 96140,96150

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
28	30313	30588	30863	31139	31414	31689	31965	32240	32515	32791	33066	33341	33617	33892	34167	34443	34718	34993	35269
29	31689	31978	32267	32557	32846	33135	33424	33713	34002	34291	34580	34869	35158	35448	35737	36026	36315	36604	36893
30	33139	33438	33742	34045	34349	34653	34956	35260	35563	35867	36170	36474	36777	37081	37385	37688	37992	38295	38599

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
28	35544	35819	36095	36370	36645	36921	37196	37471	37747	38022	38297	38573	38848	39123	39399	39674	39949	40225	40500
29	37182	37471	37760	38049	38339	38628	38917	39206	39495	39784	40073	40362	40651	40940	41230	41519	41808	42097	42386
30	38902	39206	39509	39813	40117	40420	40724	41027	41331	41634	41938	42241	42545	42849	43152	43456	43759	44063	44366

ASSOCIATE PROFESSOR LAW 97140,97150

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
31	35007	35326	35645	35964	36282	36601	36920	37239	37557	37876	38195	38514	38832	39151	39470	39789	40107	40426	40745
32	36601	36936	37271	37605	37940	38275	38609	38944	39279	39613	39948	40283	40617	40952	41287	41621	41956	42291	42625
33	38275	38626	38977	39329	39680	40032	40383	40734	41086	41437	41789	42140	42492	42843	43194	43546	43897	44249	44600

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
31	41064	41382	41701	42020	42339	42657	42976	43295	43614	43932	44251	44570	44888	45207	45526	45845	46163	46482	46801
32	42960	43295	43629	43964	44299	44633	44968	45303	45638	45972	46307	46642	46976	47311	47646	47980	48315	48650	48984
33	44951	45303	45654	46006	46357	46708	47060	47411	47763	48114	48466	48817	49168	49520	49871	50223	50574	50925	51277

PROFESSOR I LAW 98160, 98170

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
34	40670	41039	41408	41777	42146	42515	42884	43253	43622	43991	44360	44729	45098	45467	45836	46205	46574	46942	47311
35	42915	42902	43289	43677	44064	44452	44839	45227	45614	46002	46389	46776	47164	47551	47939	48326	48714	49101	49489
36	44452	44839	45265	45672	46079	46486	46893	47299	47706	48113	48520	48927	49334	49740	50147	50554	50961	51368	51774

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
34	47680	48049	48418	48787	49156	49525	49894	50263	50632	51001	51370	51739	52108	52477	52846	53215	53584	53953	54322
35	49876	50263	50651	51038	51426	51813	52201	52588	52975	53363	53750	54138	54525	54913	55300	55688	56075	56462	56850
36	52181	52588	52995	53402	53808	54215	54622	55029	55436	55843	56249	56656	57063	57470	57877	58283	58690	59097	59504

PROFESSOR II LAW 99040, 99050

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
38	49187	49635	50084	50532	50981	51429	51878	52326	52775	53223	53672	54120	54569	55017	55466	55914	56363	56811	57260
39	51429	51900	52371	52842	53313	53784	54255	54726	55197	55668	56139	56610	57081	57551	58022	58493	58964	59435	59906
40	53784	54279	54773	55268	55762	56256	56751	57245	57740	58234	58729	59223	59718	60212	60707	61201	61696	62190	62685
41	56256	56776	57295	57814	58333	58852	59372	59891	60410	60929	61448	61968	62487	63006	63525	64044	64564	65083	65602
42	58852	59398	59943	60488	61033	61578	62123	62668	63214	63759	64304	64849	65394	65939	66485	66579			

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
38	57708	58157	58605	59054	59502	59951	60399	60848	61296	61745	62193	62642	63090	63539	63987	64436	64884
39	60377	60848	61319	61790	62261	62732	63203	63674	64144	64615	65086	65557	66028	66499	66579		
40	63179	63673	64168	64662	65157	65651	66146	66579									
41	66121	66579															

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ASSISTANT INSTRUCTOR AY 84000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
14	15926	16069	16212	16355	16498	16641	16783	16928	17071	17214	17357	17500	17643	17786	17929	18073	18216	18359	18502
15	16641	16792	16942	17092	17242	17393	17543	17693	17844	17994	18144	18294	18445	18595	18745	18895	19046	19196	19346
16	17393	17551	17708	17866	18024	18182	18339	18497	18655	18813	18971	19128	19286	19444	19602	19759	19917	20075	20233

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
14	18645	18788	18931	19074	19217	19361	19504	19647	19790	19933	20076	20219	20362	20505	20649	20792	20935	21078	21221
15	19496	19647	19797	19947	20098	20248	20398	20548	20699	20849	20999	21149	21300	21450	21600	21751	21901	22051	22201
16	20391	20548	20706	20864	21022	21179	21337	21495	21653	21811	21968	22126	22284	22442	22600	22757	22915	23073	23231

ASSISTANT INSTRUCTOR CY 84010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
17	18287	18453	18619	18784	18950	19116	19281	19447	19613	19778	19944	20110	20275	20441	20607	20772	20938	21104	21269
18	19116	19290	19464	19638	19812	19985	20159	20333	20507	20681	20855	21029	21203	21377	21551	21725	21899	22073	22247
19	19985	20168	20351	20533	20716	20899	21081	21264	21447	21629	21812	21995	22177	22360	22542	22725	22908	23090	23273

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
17	21435	21601	21766	21932	22098	22263	22429	22595	22760	22926	23092	23257	23423	23589	23754	23920	24086	24251	24417
18	22421	22595	22769	22943	23116	23290	23464	23638	23812	23986	24160	24334	24508	24682	24856	25030	25204	25378	25552
19	23456	23638	23821	24004	24186	24369	24551	24734	24917	25099	25282	25465	25647	25830	26013	26195	26378	26561	26743

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INSTRUCTOR AY 85000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
17	18472	18638	18803	18969	19135	19300	19466	19632	19797	19963	20129	20294	20460	20626	20791	20957	21123	21288	21454
18	19300	19474	19648	19822	19996	20170	20344	20518	20692	20866	21040	21214	21388	21562	21736	21910	22083	22257	22431
19	20170	20353	20535	20718	20901	21083	21266	21449	21631	21814	21997	22179	22362	22544	22727	22910	23092	23275	23458
20	21083	21275	21467	21659	21850	22042	22234	22426	22617	22809	23001	23193	23385	23576	23768	23960	24152	24343	24535
21	22042	22244	22445	22646	22848	23049	23250	23452	23653	23854	24056	24257	24458	24660	24861	25063	25264	25465	25667
22	23049	23260	23472	23683	23895	24106	24318	24529	24740	24952	25163	25375	25586	25798	26009	26220	26432	26643	26855

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
17	21620	21785	21951	22117	22282	22448	22614	22779	22945	23111	23276	23442	23608	23773	23939	24105	24270	24436	24602
18	22605	22779	22953	23127	23301	23475	23649	23823	23997	24171	24345	24519	24693	24867	25041	25214	25388	25562	25736
19	23640	23823	24006	24188	24371	24553	24736	24919	25101	25284	25467	25649	25832	26015	26197	26380	26562	26745	26928
20	24727	24919	25111	25302	25494	25686	25878	26069	26261	26453	26645	26836	27028	27220	27412	27604	27795	27987	28179
21	25868	26069	26271	26472	26673	26875	27076	27278	27479	27680	27882	28083	28284	28486	28687	28888	29090	29291	29492
22	27066	27278	27489	27700	27912	28123	28335	28546	28758	28969	29180	29392	29603	29815	30026	30238	30449	30660	30872

INSTRUCTOR CY 85010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
20	21262	21454	21646	21838	22029	22221	22413	22605	22796	22988	23180	23372	23563	23755	23947	24139	24330	24522	24714
21	22221	22422	22624	22825	23026	23228	23429	23631	23832	24033	24235	24436	24637	24839	25040	25241	25443	25644	25845
22	23228	23439	23651	23862	24073	24285	24496	24708	24919	25131	25342	25553	25765	25976	26188	26399	26611	26822	27033
23	24285	24507	24729	24951	25173	25395	25617	25839	26061	26283	26505	26727	26949	27171	27393	27615	27837	28059	28281
24	25395	25628	25861	26094	26327	26560	26793	27026	27260	27493	27726	27959	28192	28425	28658	28891	29124	29357	29590
25	26560	26805	27050	27295	27539	27784	28029	28274	28518	28763	29008	29252	29497	29742	29987	30231	30476	30721	30966

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
20	24906	25098	25289	25481	25673	25865	26056	26248	26440	26632	26823	27015	27207	27399	27590	27782	27974	28166	28357
21	26047	26248	26449	26651	26852	27053	27255	27456	27658	27859	28060	28262	28463	28664	28866	29067	29268	29470	29671
22	27245	27456	27668	27879	28090	28302	28513	28725	28936	29148	29359	29570	29782	29993	30205	30416	30627	30839	31050
23	28503	28725	28947	29169	29391	29613	29835	30057	30279	30501	30723	30945	31167	31389	31611	31833	32055	32277	32499
24	29824	30057	30290	30523	30756	30989	31222	31455	31688	31921	32154	32388	32621	32854	33087	33320	33553	33786	34019
25	31210	31455	31700	31945	32189	32434	32679	32924	33168	33413	33658	33903	34147	34392	34637	34882	35126	35371	35616

ASSISTANT PROFESSOR AY 86000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
21	22406	22607	22809	23010	23211	23413	23614	23815	24017	24218	24419	24621	24822	25023	25225	25426	25628	25829	26030
22	23413	23624	23836	24047	24258	24470	24681	24893	25104	25315	25527	25738	25950	26161	26373	26584	26795	27007	27218
23	24470	24692	24914	25136	25358	25580	25802	26024	26246	26468	26690	26912	27134	27356	27578	27800	28022	28244	28466
24	25580	25813	26046	26279	26512	26745	26978	27211	27444	27678	27911	28144	28377	28610	28843	29076	29309	29542	29775
25	26745	26990	27235	27479	27724	27969	28214	28458	28703	28948	29193	29437	29682	29927	30172	30416	30661	30906	31151
26	27969	28226	28483	28740	28997	29254	29511	29768	30025	30282	30539	30796	31053	31310	31567	31824	32081	32338	32595

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
21	26232	26433	26634	26836	27037	27238	27440	27641	27842	28044	28245	28447	28648	28849	29051	29252	29453	29655	29856
22	27430	27641	27853	28064	28275	28487	28698	28910	29121	29332	29544	29755	29967	30178	30390	30601	30812	31024	31235
23	28688	28910	29132	29354	29576	29798	30020	30242	30464	30686	30908	31130	31352	31574	31796	32018	32240	32462	32683
24	30008	30242	30475	30708	30941	31174	31407	31640	31873	32106	32339	32573	32806	33039	33272	33505	33738	33971	34204
25	31395	31640	31885	32130	32374	32619	32864	33109	33353	33598	33843	34088	34332	34577	34822	35067	35311	35556	35801
26	32852	33109	33366	33623	33880	34137	34394	34651	34908	35164	35421	35678	35935	36192	36449	36706	36963	37220	37477

ASSISTANT PROFESSOR CY 86010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
24	25907	26140	26374	26607	26840	27073	27306	27539	27772	28005	28238	28472	28705	28938	29171	29404	29637	29870	30103
25	27073	27318	27562	27807	28052	28297	28541	28786	29031	29276	29521	29765	30010	30255	30500	30744	30989	31234	31479
26	28297	28554	28811	29068	29325	29582	29839	30096	30353	30610	30867	31124	31381	31638	31895	32152	32409	32666	32923
27	29582	29852	30121	30391	30661	30931	31201	31471	31741	32010	32280	32550	32820	33090	33360	33630	33899	34169	34439
28	30931	31214	31498	31781	32064	32348	32631	32914	33198	33481	33765	34048	34331	34615	34898	35181	35465	35748	36031
29	32348	32645	32943	33240	33538	33835	34133	34430	34728	35025	35323	35620	35918	36215	36513	36811	37108	37406	37703

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
24	30336	30570	30803	31036	31269	31502	31735	31968	32201	32434	32668	32901	33134	33367	33600	33833	34066	34299	34532
25	31723	31968	32213	32458	32703	32947	33192	33437	33682	33926	34171	34416	34661	34905	35150	35395	35640	35885	36129
26	33180	33437	33694	33951	34208	34465	34722	34979	35236	35493	35750	36007	36264	36521	36778	37035	37292	37549	37806
27	34709	34979	35249	35519	35788	36058	36328	36598	36868	37138	37408	37677	37947	38217	38487	38757	39027	39297	39566
28	36315	36598	36881	37165	37448	37731	38015	38298	38581	38865	39148	39432	39715	39998	40282	40565	40848	41132	41415
29	38001	38298	38596	38893	39191	39488	39786	40083	40381	40678	40976	41273	41571	41868	42166	42463	42761	43058	43356

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RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
25	27185	27430	27675	27919	28164	28409	28654	28898	29143	29388	29633	29878	30122	30367	30612	30857	31101	31346	31591
26	28409	28666	28923	29180	29437	29694	29951	30208	30465	30722	30979	31236	31493	31750	32007	32264	32521	32778	33035
27	29694	29964	30234	30504	30773	31043	31313	31583	31853	32123	32393	32662	32932	33202	33472	33742	34012	34282	34551
28	31043	31327	31610	31893	32177	32460	32743	33027	33310	33593	33877	34160	34444	34727	35010	35294	35577	35860	36144
29	32460	32758	33055	33353	33650	33948	34245	34543	34840	35138	35435	35733	36030	36328	36625	36923	37220	37518	37815
30	33948	34260	34572	34885	35197	35510	35822	36134	36447	36759	37072	37384	37696	38009	38321	38634	38946	39258	39571

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
25	31836	32081	32325	32570	32815	33060	33304	33549	33794	34039	34283	34528	34773	35018	35263	35507	35752	35997	36242
26	33292	33549	33806	34063	34320	34577	34834	35091	35348	35605	35862	36119	36376	36633	36890	37147	37404	37661	37918
27	34821	35091	35361	35631	35901	36171	36441	36710	36980	37250	37520	37790	38060	38330	38599	38869	39139	39409	39679
28	36427	36710	36994	37277	37560	37844	38127	38411	38694	38977	39261	39544	39827	40111	40394	40677	40961	41244	41527
29	38113	38411	38708	39006	39303	39601	39898	40196	40493	40791	41088	41386	41683	41981	42278	42576	42873	43171	43468
30	39883	40196	40508	40820	41133	41445	41758	42070	42382	42695	43007	43320	43632	43944	44257	44569	44882	45194	45506

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RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
28	31441	31725	32008	32291	32575	32858	33142	33425	33708	33992	34275	34558	34842	35125	35408	35692	35975	36258	36542
29	32858	33156	33453	33751	34048	34346	34643	34941	35238	35536	35833	36131	36428	36726	37023	37321	37619	37916	38214
30	34346	34658	34971	35283	35595	35908	36220	36533	36845	37157	37470	37782	38095	38407	38719	39032	39344	39657	39969
31	35908	36236	36564	36892	37220	37548	37876	38204	38532	38860	39188	39516	39844	40172	40500	40828	41156	41484	41812
32	37548	37892	38237	38581	38926	39270	39614	39959	40303	40648	40992	41336	41681	42025	42370	42714	43059	43403	43747
33	39270	39632	39993	40355	40716	41078	41440	41801	42163	42525	42886	43248	43610	43971	44333	44695	45056	45418	45779

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
28	36825	37108	37392	37675	37959	38242	38525	38809	39092	39375	39659	39942	40225	40509	40792	41075	41359	41642	41925
29	38511	38809	39106	39404	39701	39999	40296	40594	40891	41189	41486	41784	42081	42379	42676	42974	43271	43569	43866
30	40281	40594	40906	41219	41531	41843	42156	42468	42781	43093	43405	43718	44030	44342	44655	44967	45280	45592	45904
31	42140	42468	42796	43124	43452	43780	44108	44436	44764	45092	45420	45748	46076	46404	46732	47060	47388	47716	48044
32	44092	44436	44781	45125	45469	45814	46158	46503	46847	47192	47536	47880	48225	48569	48914	49258	49602	49947	50291
33	46141	46503	46864	47226	47588	47949	48311	48673	49034	49396	49757	50119	50481	50842	51204	51566	51927	52289	52651

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PROFESSOR I AY 88000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
30	34605	34918	35230	35542	35855	36167	36480	36792	37105	37417	37729	38042	38354	38667	38979	39291	39604	39916	40229
31	36167	36495	36823	37151	37479	37807	38135	38464	38792	39120	39448	39776	40104	40432	40760	41088	41416	41744	42072
32	37807	38152	38496	38841	39185	39530	39874	40219	40563	40907	41252	41596	41941	42285	42630	42974	43318	43663	44007
33	39530	39891	40253	40615	40976	41338	41700	42061	42423	42785	43146	43508	43870	44231	44593	44955	45316	45678	46040
34	41338	41718	42097	42477	42857	43237	43616	43996	44376	44756	45135	45515	45895	46275	46654	47034	47414	47794	48173

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
30	40541	40853	41166	41478	41791	42103	42416	42728	43040	43353	43665	43978	44290	44602	44915	45227	45540	45852	46165
31	42400	42728	43056	43384	43712	44040	44368	44696	45024	45352	45680	46008	46336	46664	46992	47321	47649	47977	48305
32	44352	44696	45041	45385	45730	46074	46418	46763	47107	47452	47796	48141	48485	48829	49174	49518	49863	50207	50552
33	46401	46763	47124	47486	47848	48209	48571	48933	49294	49656	50018	50379	50741	51103	51464	51826	52188	52549	52911
34	48553	48933	49313	49692	50072	50452	50832	51211	51591	51971	52350	52730	53110	53490	53869	54249	54629	55009	55388

PROFESSOR I CV 88010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
33	39928	40290	40652	41013	41375	41737	42098	42460	42822	43183	43545	43907	44268	44630	44992	45353	45715	46077	46438
34	41737	42117	42496	42876	43256	43636	44015	44395	44775	45155	45534	45914	46294	46674	47053	47433	47813	48192	48572
35	43636	44034	44433	44832	45230	45629	46028	46427	46825	47224	47623	48022	48420	48819	49218	49617	50015	50414	50813
36	45629	46048	46467	46885	47304	47723	48141	48560	48979	49397	49816	50235	50653	51072	51491	51909	52328	52747	53165
37	47723	48162	48602	49041	49481	49921	50360	50800	51239	51679	52119	52558	52998	53437	53877	54317	54756	55196	55635

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
33	46800	47162	47523	47885	48247	48608	48970	49332	49693	50055	50417	50778	51140	51502	51863	52225	52587	52948	53310
34	48932	49332	49711	50091	50471	50851	51230	51610	51990	52370	52749	53129	53509	53889	54268	54648	55028	55408	55787
35	51211	51610	52009	52408	52806	53205	53604	54003	54401	54800	55199	55598	55996	56395	56794	57193	57591	57990	58389
36	53584	54003	54421	54840	55259	55677	56096	56515	56933	57352	57771	58189	58608	59027	59445	59864	60283	60701	61120
37	56075	56515	56954	57394	57833	58273	58713	59152	59592	60032	60471	60911	61350	61790	62230	62669	63109	63548	63988

PROFESSOR II AY 89000

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
37	48278	48718	49157	49597	50037	50476	50916	51356	51795	52235	52675	53114	53554	53994	54433	54873	55313	55752	56192
38	50476	50938	51400	51861	52323	52785	53246	53708	54170	54631	55093	55555	56016	56478	56940	57401	57863	58324	58786
39	52785	53269	53754	54239	54724	55208	55693	56178	56663	57147	57632	58117	58601	59086	59571	60056	60540	61025	61510

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
37	56632	57071	57511	57951	58390	58830	59270	59709	60149	60589	61028	61468	61908	62347	62787	63227	63666
38	59248	59709	60171	60633	61094	61556	62018	62479	62941	63403	63864	64326	64788	65249	65711	66173	66634
39	61995	62479	62964	63449	63934	64418	64903	65388	65873	66357	66842	67327	67811	68296	68511		

PROFESSOR II CY 89010

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
40	55378	55887	56396	56905	57413	57922	58431	58940	59449	59958	60467	60976	61484	61993	62502	63011	63520	64029	64538
41	57927	58437	58991	59925	60060	60594	61128	61663	62197	62731	63266	63800	64334	64868	65403	65937	66471	67006	67540
42	60594	61155	61716	62277	62838	63399	63960	64521	65082	65643	66204	66765	67326	67887	68448	68545			

RANGE	STEP 20	21	22	23	24	25	26	27
40	65047	65555	66064	66573	67082	67591	68100	68545
41	68074	68545						

SPECIAL PROFESSORIAL TITLES

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
43	60560	61121	61682	62243	62804	63365	63926	64487	65048	65609	66170	66731	67292	67853	68414	68975	69536	70097

RANGE	STEP 19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
43	70658	71219	71780	72342	72903	73464	74025	74586	75147	75708	76269	76830	77391	77952	78513	79074	79635	80196

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ASSISTANT PROFESSOR LAW 96140, 96150

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RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
28	31189	31472	31756	32039	32322	32606	32889	33172	33456	33739	34022	34306	34589	34872	35156	35439	35722	36006	36289
29	32606	32903	33201	33498	33796	34093	34391	34688	34986	35283	35581	35878	36176	36473	36771	37068	37366	37663	37961
30	34093	34406	34718	35030	35343	35655	35968	36280	36592	36905	37217	37530	37842	38154	38467	38779	39092	39404	39716

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
28	36373	36856	37139	37423	37706	37989	38273	38556	38839	39123	39406	39689	39973	40256	40539	40823	41106	41390	41673
29	38258	38556	38853	39151	39449	39746	40044	40341	40639	40936	41234	41531	41829	42126	42424	42721	43019	43316	43614
30	40029	40341	40653	40966	41278	41591	41903	42215	42528	42840	43153	43465	43777	44090	44402	44715	45027	45339	45652

ASSOCIATE PROFESSOR LAW 97140, 97150

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
31	36020	36348	36676	37004	37333	37661	37989	38317	38645	38973	39301	39629	39957	40285	40613	40941	41269	41597	41925
32	37661	38005	38349	38694	39038	39383	39727	40072	40416	40760	41105	41449	41794	42138	42483	42827	43171	43516	43860
33	39383	39744	40106	40468	40829	41191	41553	41914	42276	42638	42999	43361	43722	44084	44446	44807	45169	45531	45892

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
31	42253	42581	42909	43237	43565	43893	44221	44549	44877	45205	45533	45861	46189	46517	46845	47173	47501	47829	48157
32	44205	44549	44894	45238	45582	45927	46271	46616	46960	47304	47649	47993	48338	48682	49027	49371	49715	50060	50404
33	46254	46616	46977	47339	47701	48062	48424	48786	49147	49509	49870	50232	50594	50955	51317	51679	52040	52402	52764

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PROFESSOR I LAW 98160, 98170

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
34	41848	42227	42607	42987	43366	43746	44126	44506	44885	45265	45645	46025	46404	46784	47164	47544	47923	48303	48683
35	43746	44145	44544	44942	45341	45740	46139	46537	46936	47335	47733	48132	48531	48930	49328	49727	50126	50525	50923
36	45740	46158	46577	46996	47414	47833	48252	48670	49089	49508	49926	50345	50764	51182	51601	52020	52438	52857	53276

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
34	49063	49442	49822	50202	50581	50961	51341	51721	52100	52480	52860	53240	53619	53999	54379	54759	55138	55518	55898
35	51322	51721	52119	52518	52917	53316	53714	54113	54512	54910	55309	55708	56107	56505	56904	57303	57702	58100	58499
36	53694	54113	54532	54950	55369	55788	56206	56625	57044	57462	57881	58300	58718	59137	59556	59974	60393	60812	61230

PROFESSOR II LAW 99040, 99050

RANGE	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
38	50613	51074	51536	51998	52459	52921	53382	53844	54305	54767	55229	55690	56152	56613	57075	57536	57998	58459	58921
39	52921	53405	53890	54375	54859	55344	55829	56313	56798	57282	57767	58252	58736	59221	59706	60190	60675	61160	61644
40	55344	55853	56362	56871	57379	57888	58397	58906	59415	59924	60433	60942	61450	61959	62468	62977	63486	63995	64504
41	57888	58423	58957	59491	60026	60560	61094	61629	62163	62697	63231	63766	64300	64834	65369	65903	66437	66972	67506
42	60560	61121	61682	62243	62804	63365	63926	64487	65048	65609	66170	66731	67292	67853	68414	68511			

RANGE	STEP 20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
38	59383	59844	60306	60767	61229	61690	62152	62614	63075	63537	63998	64460	64921	65383	65844	66306	66768
39	62129	62614	63098	63583	64067	64552	65037	65521	66006	66491	66975	67460	67945	68429	68511		
40	65013	65521	66030	66539	67048	67557	68066	68511									
41	68040	68511															

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February, 1984

The following procedures for the Supplemental Salary Adjustment Program are referred to in Article VIII, Section V.

FACULTY SUPPLEMENTAL SALARY ADJUSTMENT

A. Criteria

To the extent of funds available, supplemental salary adjustments may be made for faculty members who have demonstrated excellence in their performance in one or more of the major areas of academic service appropriate to their position and rank and who, in addition, meet one or both of the following conditions:

1. He or she has made recent and continuing outstanding contributions to his or her discipline, the University, or the world at large;
2. His or her current compensation warrants special consideration on the basis of his/her contributions in comparison with compensation of colleagues of similar achievement in the department or discipline at large.

B. Eligibility

Faculty members who meet all the requirements listed below are eligible for consideration for supplemental salary adjustments:

1. He or she has an appointment at Rutgers at the time of consideration for a supplemental salary adjustment and during the year for which the adjustment is made; and
2. He or she has completed at least one year of full-time service at the University at the time of consideration for a supplemental salary adjustment or at least three years of part-time service; and
3. He or she will not be in his or her terminal year at Rutgers during the effective date of the adjustment.

C. Allocation of Funds

Funds available for supplemental salary adjustments will be allocated to the three geographic areas of the University (Camden, Newark, and New Brunswick) based on the proportion of the total faculty in each of the three areas, except that 5% of the total funds available shall be allocated to the President's reserve for distribution as specified in G. below.

D. Size of Adjustment

A supplemental salary adjustment under this program will be awarded in an amount equivalent to 5 steps on the applicable salary schedule for Associate Professors, Assistant Professors and Instructors, 4 steps for Professors I, and 3 steps for Professors II. An adjustment may be implemented by an advance to a higher step on the faculty member's current salary range or an advance to a higher range appropriate to the individual's academic rank.

E. Announcement of Application of the Criteria

The criteria governing a supplemental salary adjustment program must be general. It should be emphasized, however, that the academic departments of the University may have different goals, functions, and specialty areas. Therefore, to ensure equitable treatment for their members, departments must formulate a statement of their own specific criteria and the application of them within the framework of the general criteria. The tenured faculty of the department shall formulate and promulgate to the department such a statement prior to the commencement of the nomination process specified below.

F. Nomination*

1. Any member of the faculty who is eligible for a supplemental salary adjustment may propose him/herself for consideration at the departmental

*In units of the University without a department structure, an appropriate faculty body will substitute for the department, and area coordinators or directors will substitute for the department chair. The unit director shall substitute for the dean in those units of the University which report directly to a provost.

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level for such an adjustment. Tenured members of the faculty, including the department chairperson, may also propose for consideration those members of the departmental faculty who, in their judgment, best meet the criteria for supplemental salary adjustments. All proposals shall include relevant supporting documentation. The department chairperson shall announce the deadline for receipt of the names of those faculty members to be considered for nomination 15 working days in advance of that deadline in the first year of this Agreement and 22 working days in advance of that deadline in the second and third years of this Agreement, and all names, with supporting documentation, will be forwarded to the chairperson.

A Salary Adjustment Committee, composed of tenured members of the department, shall be elected by the department. The Committee shall have at least three members in departments with four or more tenured members. In departments without tenured members, there shall be no committee.

Nominations for the committee may be made by any tenured member of the department. Elections to the committee shall be by secret ballot of all full-time members of the department holding the rank of Assistant Professor or above who are not in their terminal year. The department chairperson shall convene, be a non-voting member of, and participate in the deliberations of the committee.

The Salary Adjustment Committee shall be provided on a confidential basis with recent salary history of all those who it is to consider for nomination and other relevant salary information that it may request. As soon as possible after the deadline for receipt of proposed nominees, the Salary Adjustment Committee shall meet to prepare a list, with justification and appropriate documentation, of the nominees of the department, excluding themselves. Once the committee has determined that an individual shall be nominated by the department, it shall review the individual's salary history and the incidence of prior awards. The committee shall then rank the department nominees.

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After the deliberations of the Salary Adjustment Committee are complete the chairperson will either a) endorse the list and ranking recommended by the committee, adding only the names of, and adjusting the ranking for, those members of the committee who, in the judgment of the chairperson best meet the criteria for an award, or b) prepare an independent ranked list of department nominees which may differ in nominees and/or ranking from that of the committee. The Chairperson will forward his/her nominations and those of the Salary Adjustment Committee to the dean with justification and appropriate documentation and with the department's statement, as specified in E. above. The Chairperson will inform the department of the names of all faculty members who have been recommended to the dean for a supplemental salary adjustment.

2. Upon receipt of the nominees from each of the department chairpersons within the unit, the dean shall formulate a list of nominees from among those proposed by the departments and including such department chairpersons and other faculty members not proposed by the departments who the dean judges, according to the criteria specified above, warrant a supplemental salary adjustment. Should the dean include among his/her nominees persons not recommended by a department, the dean shall notify the department of their inclusion. The dean will rank all of his/her nominations and forward them to the provost with justification and appropriate documentation. The dean will, at the same time, forward to the provost the original department nominations.

3. The provost shall review the lists of nominations from the several deans, directors, and chairpersons, and department committees and, from among the nominated faculty members, nominate persons to receive supplemental salary adjustments. The provost's nominations may not exceed the funds allocated to his/her campus for supplemental salary adjustments.

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G. Implementation

The President will receive from each of the campus provosts the provost's list of award nominees and a rank ordered list of remaining deans' and departments nominees. The President will authorize award of a supplemental salary adjustment to all faculty members nominated by the provosts and may select, from the lists of remaining nominees, a number of additional award recipients, who, in the President's judgment, best meet the criteria specified in A. above. Such additional Presidential awards shall be limited to 5% of the total funds available under this program.

The President will notify individual faculty members who have received a supplemental salary adjustment, inform the AAUP of all faculty members who have received an adjustment and all faculty members who were recommended for but did not receive an adjustment. Such information will include the faculty member's department, campus, academic rank, range and step at the time of nomination, and range and step after the award, if any; the level of initiation of the recommendation for award; and the reason for the recommendation, specific as A.1., A.2., or both.

Subsequent to the conclusion of the award process, the nomination packets will be returned to the office of the dean and will be available for review by the department chairpersons. If the dean's or the provost's recommendations have contained a ranking of department members that differs from that of both the chair and the Salary Adjustment Committee of the department, or if the dean eliminated more than one-third of the department nominees, the dean shall so inform the department chair and indicate his/her availability to discuss the nomination process with the department chair. The Chair shall inform the

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Salary Adjustment Committee of the substance of such a discussion. Individual members of the faculty may review their own nomination packets in accordance with the usual procedures for review of personnel files and may discuss their packets and review their profess onal progress with their chair and/or dean.

H. Grievability

The academic judgment that forms the basis of the granting or failure to grant a supplemental salary adjustment or the decision to implement the award through a range or step change is not grievable. Allegations of a violation of established procedures which results in the failure to grant a supplemental salary adjustment shall be brought under Article IX, Category 2 of the Agreement between the AAUP and the University.

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